

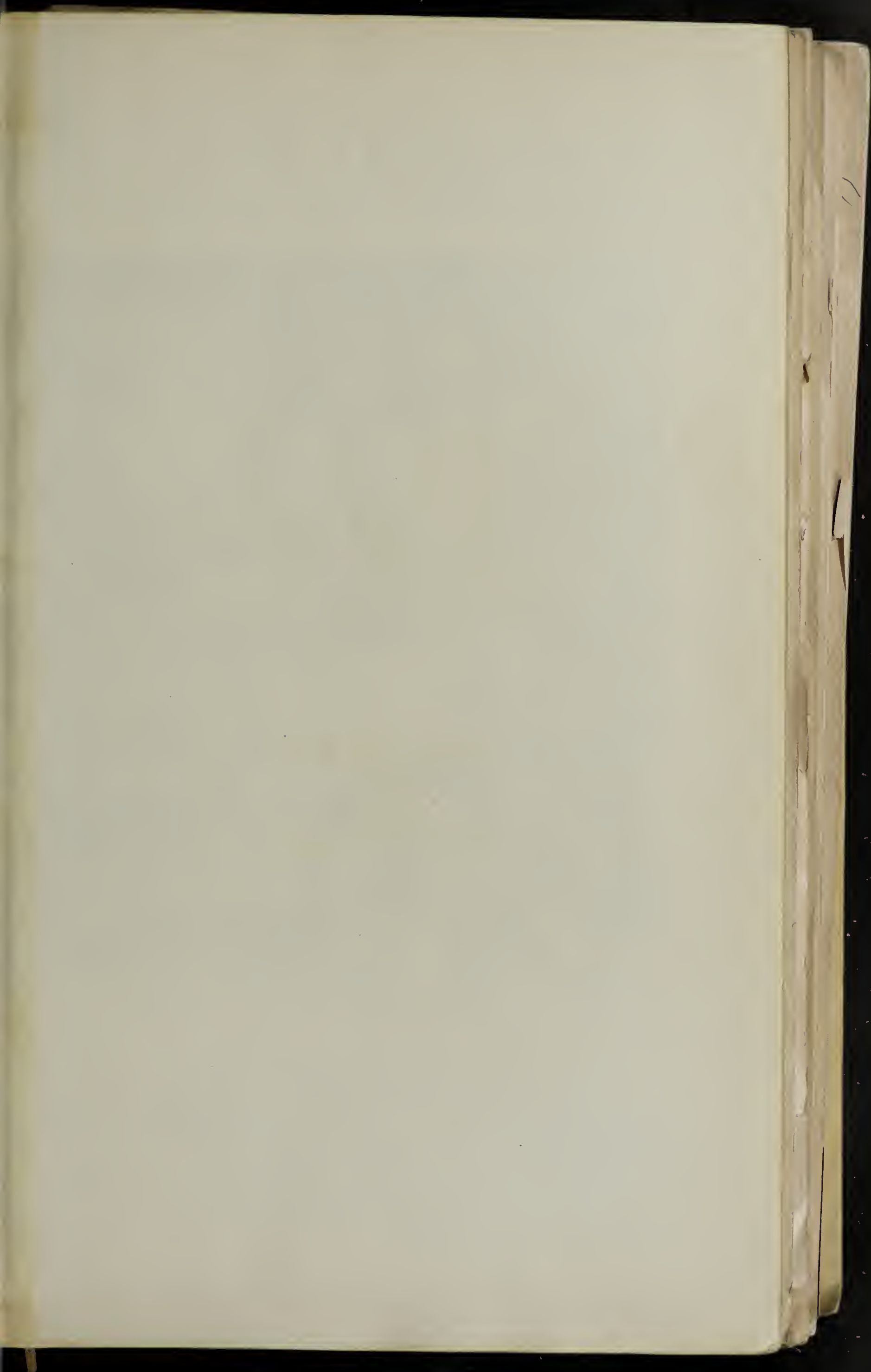


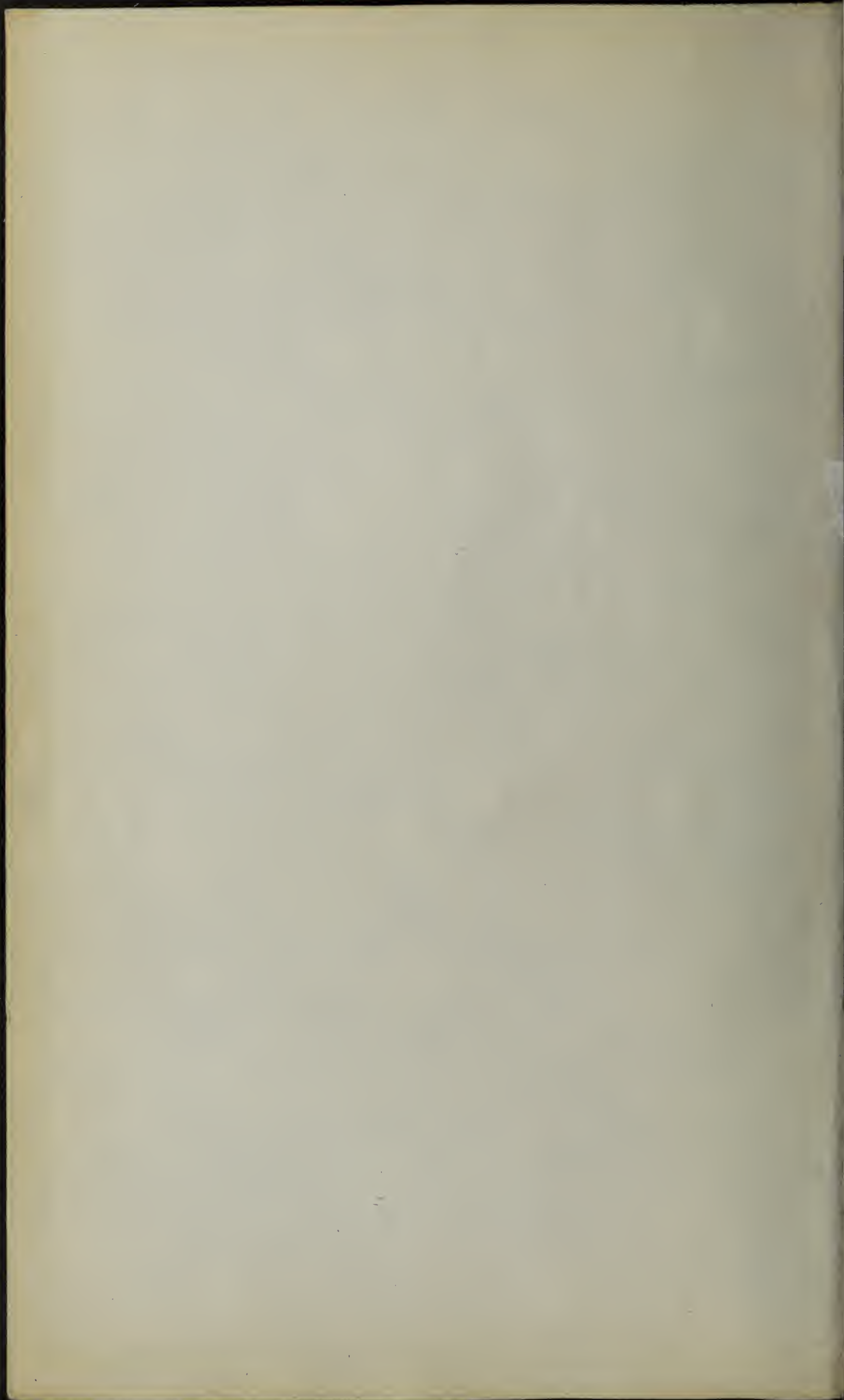
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THE STORY OF THE HANDICAPPED

39



International Society Secretary Gets NEPH Award

the President's Committee on Employment
of the Physically Handicapped

JULY 1958



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THE STORY OF THE HANDICAPPED

Monthly Publication of The President's Committee on Employment
of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.

Vol. IX, No. 1

July 1956

Chairman

Earl Bunting, Gordon M. Freeman

Vice Chairmen

William P. McCahill

Executive Secretary

Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

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Photo Credits: U. S. Department of Labor and U. S. Army.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the field of rehabilitation and placement of the disabled. In a word—PERFORMANCE presents the case for the handicapped.

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Weatherman Helped 1958 Annual Meeting To Set New Records

By Larry Burdick



President Eisenhower hands check for \$1,000 to George Kessler, Augusta, Ga., high school student who won 1st prize in the 1958 National Essay Contest.

OF the great many persons who teamed up to make the 1958 Annual Meeting of the President's Committee a success, four deserve special mention: President Eisenhower, Chairman Melvin J. Maas, Vice Chairman Earl Bunting, and last but not least, the weatherman.

President Eisenhower left the White House and came to the Departmental Auditorium to speak and make the awards. He called the Annual Meeting one of the most pleasant and inspiring ceremonies he participates in. He said he felt sure every person there had exactly the same feeling.

Next there was Maj. Gen. Melvin J. Maas who delivered the keynote address at the very moment headlines in the nation's press told how the General had received final rites from his Priest following his collapse in church and hospitalization at Bethesda Naval Hospital preceding Sunday. Next there was Vice Chairman Earl Bunting who ably presided at all sessions throughout both days. Finally there was the weatherman who produced for the occasion the

first days of sunshine after many dreary days of rain.

Registration for this meeting topped 900 which compared with 700 last year and with about 350 in 1956. A roll call of the States showed all 48 States and Territories represented. Perhaps the most colorful feature of the meeting was the International Luncheon with the hall and tables decorated with flags of all nations, and an inspiring address by Mr. George V. Allen, Director of the United States Information Agency.

On the front cover of this issue, General Maas is shown at the luncheon as he honors Donald V. Wilson for his years of service as head of the International Society for the Welfare of Cripples.

In his keynote remarks General Maas reported that later this summer he will visit the Alaska Committee and will then have completed a task he set for himself three years ago when he undertook the mission of visiting every Governor's committee and every Territorial committee on employment of the handicapped. He estimated that he

and the two vice chairmen, Mr. Earl Bunting and Mr. Gordon Freeman, had teamed up to travel in excess of 100,000 miles a year to promote the program.

Maas sees the next ten years as a golden opportunity for the physically handicapped. He said, "We are going to so seriously need their skills and their abilities that there are very bright days ahead for them. The state of civilization of any people can be judged by the attitude of those people toward those of their own number who need help.

"Economists tell us that in the next ten years there will be a demand for a 40 percent increase in the national production of this country of goods and services, but only a fifteen percent increase in population. This is going to mean that every handicapped man and woman who is capable of employment or of being prepared for employment through rehabilitation is going to have to be integrated into the labor force of this country if we are to continue to maintain our position as a leader in the industrial world."

Following the remarks of President Eisenhower, and the presentation of awards to the Handicapped American of the Year and the Essay winners, the meeting adjourned for a noon break and reconvened again for an address by Dr. John P. Hagen, Director of Project Vanguard, Naval Research Laboratory.

Chairman Bunting introduced Dr. Hagen as a native of Nova Scotia, and as the person responsible for the direction and coordination of the Vanguard project. He said Dr. Hagen's major fields are in radio astronomy and upper air research, and for which he had re-

ceived the Presidential Certificate of Merit in 1946.

Dr. Hagen discussed the space age and how we are to be prepared for life in such an age. He said only recently has man been overcoming a handicap which has faced him since the beginning of history and that is his tie to the surface of the earth. He mentioned the geophysical year and said, "The major point that I think should be made is that the geophysical year typifies a situation. We are living in a technological age. Most everything that we come in contact with today is the result of some technological advance, and the more and more that becomes true, the more it is going to become true that brains will outweigh brawn."

He felt this was a point that the audience at the Annual Meeting on physically handicapped should keep in mind, that if we are to survive and go forward, emphasis must be increasingly on skill and brains and not on physical capacity.

"In order for us to survive and remain competitive with our neighbors in this work, it is going to be necessary for us to use all of our capabilities. We are going to have to search out all of our people who have the special capabilities that are required to do the very sophisticated things that are now required to get the tools to work with in this new age.

"We have been without a new frontier now for a long time. Today I think we can all see that we do have a new frontier, and that it is an important thing for us to take full advantage of this frontier and see that it is developed in such a way that it will redound to our common benefit."

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SECURITY THROUGH SERVICE

*General Alfred M. Gruenther
Addresses the Annual Meeting of
the President's Committee.*



ONE of the most interesting spots on the program of the annual meeting of the President's Committee May 8-9 in Washington was a fine talk made by Gen. Alfred M. Gruenther, President of the American National Red Cross who spoke just ahead of President Eisenhower. Gruenther made his address in a militarily, concise yet very pleasant and easy manner which completely held the attention of everyone in his audience.

Gruenther was introduced by Vice Chairman Bunting as a soldier who had graduated from the United States Military Academy in November 1918 as fourth in his class and whose colorful military career did not end until he had succeeded General Matthew B. Ridgway as Supreme Allied Commander in Europe.

General Gruenther first paid tribute to General Maas, who, he said, was being reported in the press as on the verge of death just three days ago and added, "Today you find him here apparently in perfect health."

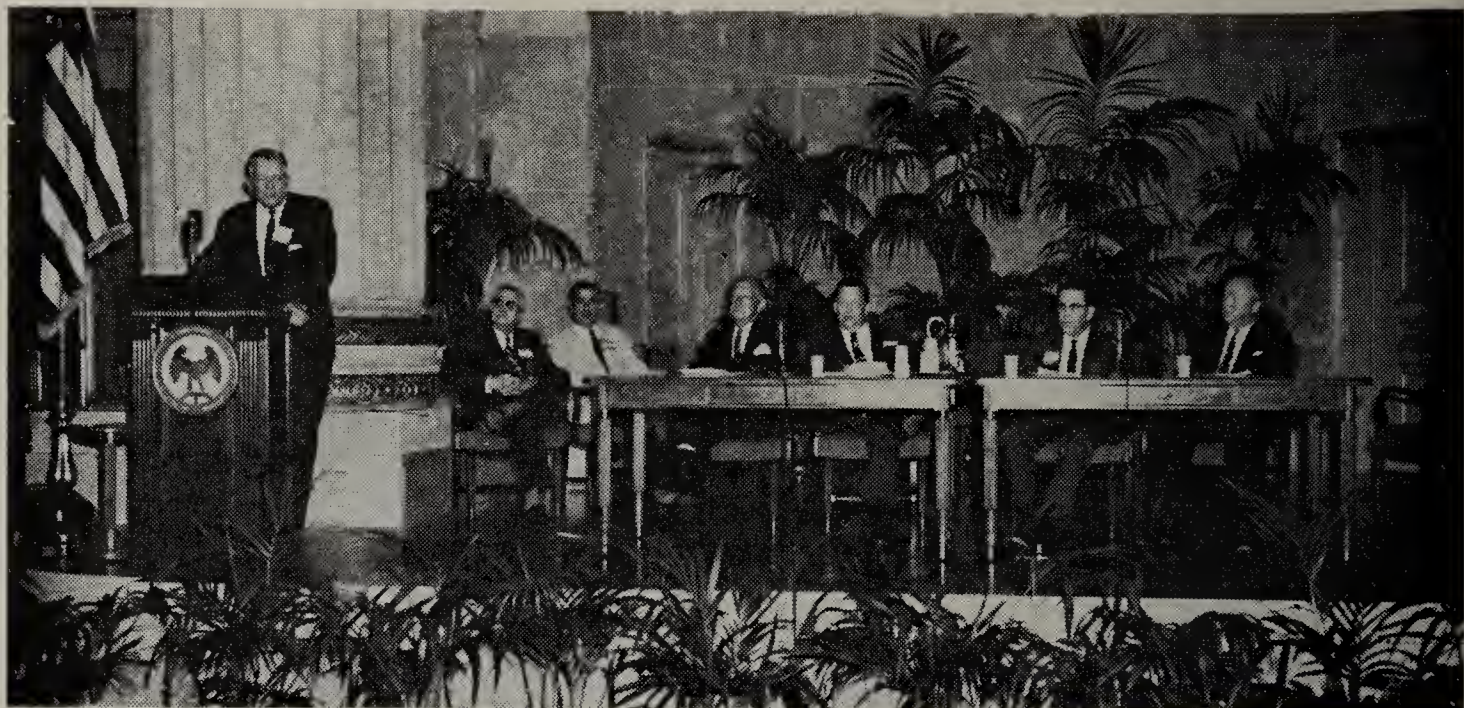
Gruenther reminded the group that he was speaking on the 13th anniversary of V-E Day in Europe.

"It was crystal clear then that it would only be a question of time until the war was over. A few months later came V-J Day, and we all felt that a new and better world was about to descend on us.

"Then we found that was not the case, and a series of incidents such as the Czechoslovakian coup, the Berlin airlift, and finally the Korean invasion made us realize that Communist imperialism was again on the march, and to meet that challenge, the nations of the free world came to the conclusion that collective security is our only answer."

He reviewed in detail how the NATO countries allowed their military establishments to recede while at the same time there was increasing strength in the Soviet Bloc. From 1951 on, however, the nations of free Europe worked

(Continued on p. 9)



At the lectern, panel moderator, Edward K. Foster; others, left to right, Vice Chairman Earl Bunting who presided both days; V. P. Hippolitus, coordinator of the Annual Meeting; Justin Johnson, Hughes Aircraft; Gerald Bradley, Garrett Corp.; Dr. John Gallivan, Medical Director of United Aircraft; and George Brown, Assistant to the President, AFL-CIO.

Labor-Management Panel Tackles Hiring Obstacles

MOST of the morning of the second day during the Annual Meeting of the President's Committee was devoted to a management-labor discussion on the subject, "Overcoming Basic Obstacles at the Hiring Level."

In his introductory remarks as Chairman of this panel, Edward K. Foster, Vice President, Bendix Aviation Corp., said "Every operational executive in industry is saddled with a relentless 'monkey on his back' known as the monthly and annual 'Profit and Loss' statement. There is no rehabilitation like a pay check, but never forget that steady pay checks come only from profitably operating companies.

"I am violently opposed to any semblance of charity, compulsion, or paternalism in this cause. As we con-

tinue to advance this cause we will inevitably win totally the battle of 'Obstacles at the Hiring Level.' Those of us who are Industrial Managers have, in particular, got to sweat more, speak more, indoctrinate more, scheme more and persist more in bringing others of our fraternity into the fold. From where I sit, the effort is worth it!"

The first panel member, Gerald D. Bradley, Personnel Manager, The Garrett Corp. in Los Angeles, spoke on the subject of "Translating Policy Into Practice." He said, "The major element for success of any program is the interest of the people behind it.

"Almost all industrial handicapped worker programs place the final re-

(Continued on p. 10)

Hartford and Omaha Hold Fine Regional Meetings

THE 1958 series of 4 regional meetings which ended May 27 with the State Hartford meeting was the most effective series since the President's Committee undertook this program, Maj. Gen. Melvin J. Maas told the New England States at their meeting. He said these regional meetings will continue to occupy an increasingly important role in the President's program.

Governor Abraham Ribicoff welcomed the delegation to Connecticut and pledged all the assistance of his office to advancing the program. Mr. Earl Bunting, Vice Chairman of the President's Committee, told the group that job placements of handicapped workers in the New England area are down about 25 percent compared with last year. In his keynote address Mr. Bunting stressed the fact that delegates to the meeting must work to see that handicapped persons receive equal consideration in retention as well as in placement. He added, "A man's ability is not affected by the economic climate."

A panel chaired by Dr. John Gallin, noted industrial physician of Hartford, discussed the "Second Injury Provisions of Workmen's Compensation Laws in New England." A lively discussion followed the panel.

Dr. G. Roy Fugal of General Electric New York spoke at the Employer Luncheon on the utilization of handicapped workers in industry.

During the luncheon, Mr. John Mattingly, National President of the

Blinded Veterans Association presented an award to Fafnir Bearing Company of New Britain, Conn., for hiring blind veterans.

An afternoon panel session was chaired by Mr. William P. McCahill, Executive Secretary of the President's Committee, on the subject of "How a Successful Community Committee Operates." Participants were representatives of community committees on employment of the handicapped.

The meeting in Omaha at the Hotel Sheraton-Fontenelle drew over 300 delegates from North and South Dakota, Nebraska, Kansas, Iowa, and Missouri. General Maas, in his keynote address, told the delegation that one of the most effective regional meeting developments has been the shirt-sleeve session, new this year, in which only State Chairmen and Secretaries get together on the day preceding the regional meeting and discuss their problems. He said that while handicap placements had declined about 20 percent compared with the same time a year earlier, that the handicapped were more than holding their own compared with a much greater decline in total placements. He said credit for much of this showing was due the Governors' and local committees—that this showing was the payoff for their efforts of the past decade.

Gen. Maas made a noon presentation in behalf of the Blinded Veterans Asso-

(Continued on p. 13)

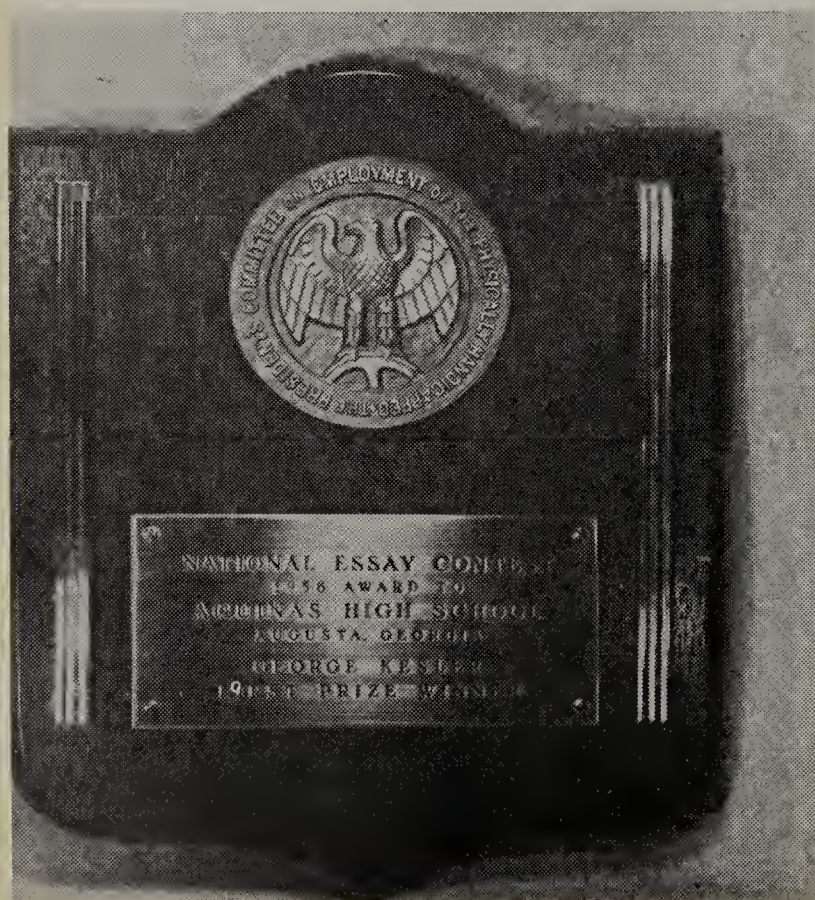


Chairman Maas presents the Blinded Veterans Mr. Sumner Whittier, Administrator of Veterans Administration was selected for doing a to promote employment of blinded veterans.

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Five handsome wood and bronze plaques are awarded annually to the schools of the winners of the National Essay Contest. Governor's Committees arrange presentation ceremonies.

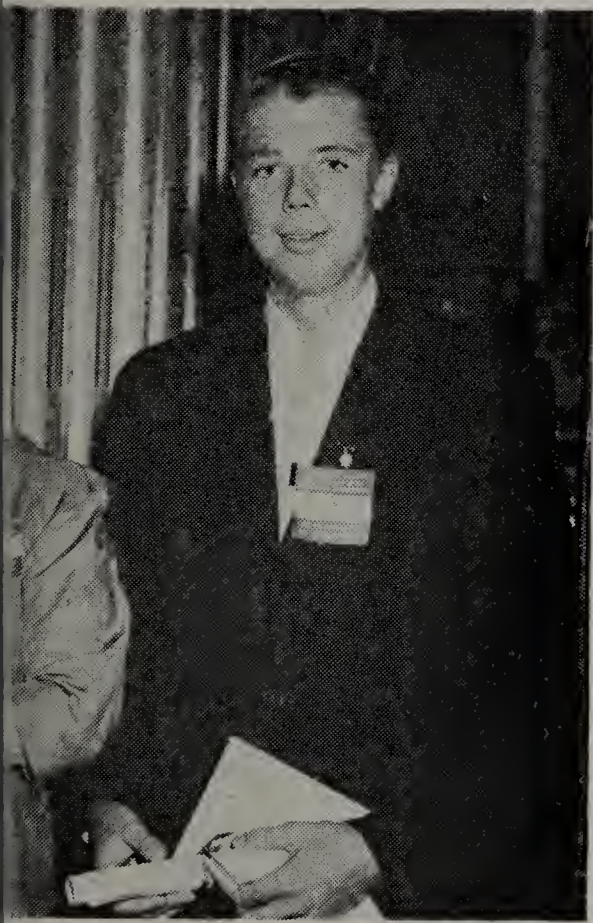
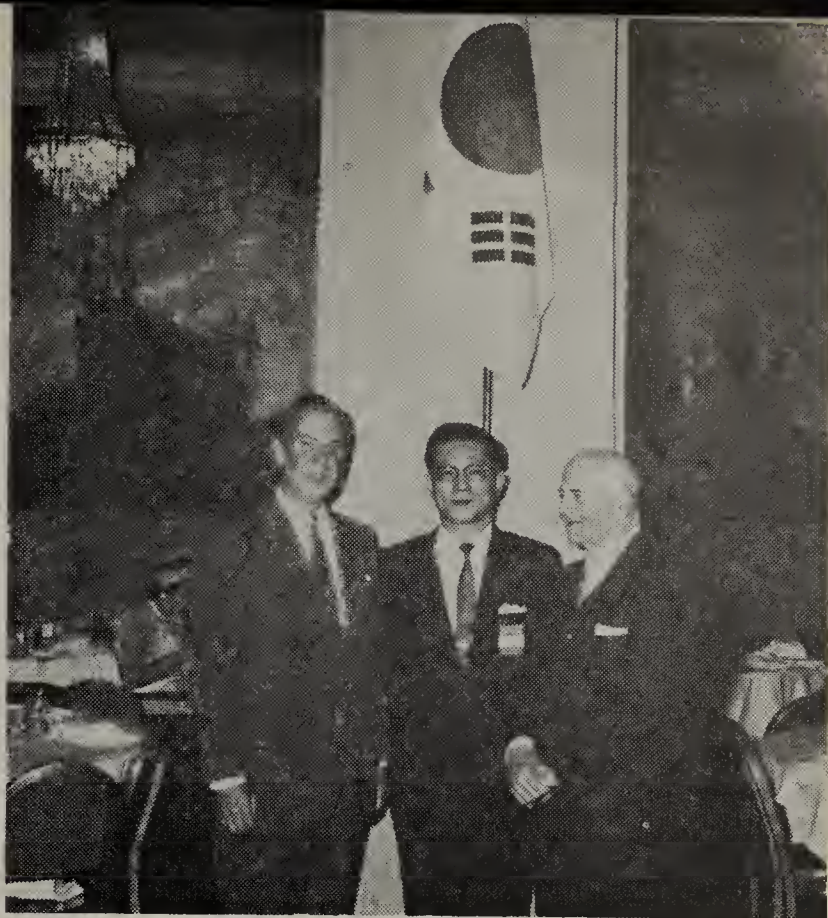


Mrs. A. B. Cohen, center, men Employment of the Physically tional winners in the 1958 Nat funds to buy the plaques which

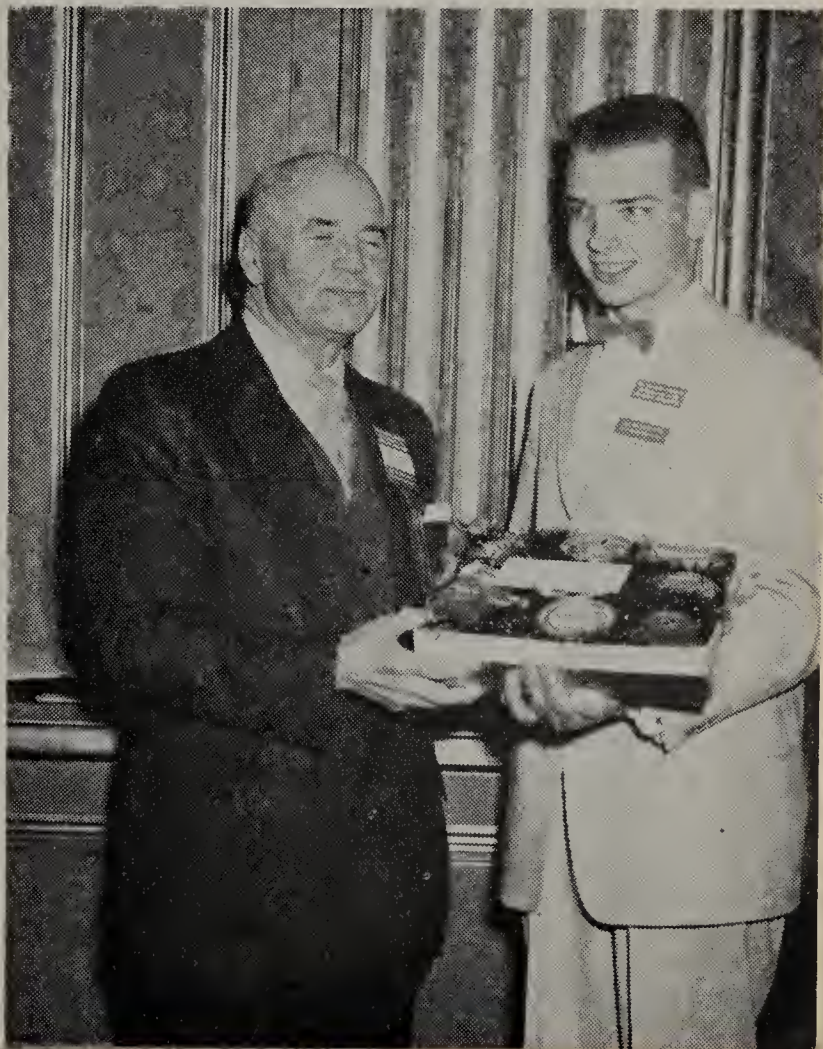
he Year to
The Vet-
k in 1958

MEETING AFFAIR

olor to the Annual Meeting banquet. Here
are USIA Director George Allen, Mr. Kie
for Korea at the U. N., and Chairman Maas.



A gift box of assorted Wisconsin Cheeses was sent to Washington by the entire student body of Granton (Wis.) High School. Chairman Maas accepts the gift on behalf of President Eisenhower from Wayne Stanley Gardner, second place winner, a 12th grade student at Granton.



io Governor's Committee on
and the first 3 of the Na-
ntest. Mrs. Cohen provides
s' schools.

Proof That Hiring the Handicapped Can Be Good Business

A COMPANY in Somerville, Massachusetts, Ace Electronics Associates, Inc., achieved national recognition for employing handicapped on 75 percent of its jobs in 6 years without accidents or claims for compensation.

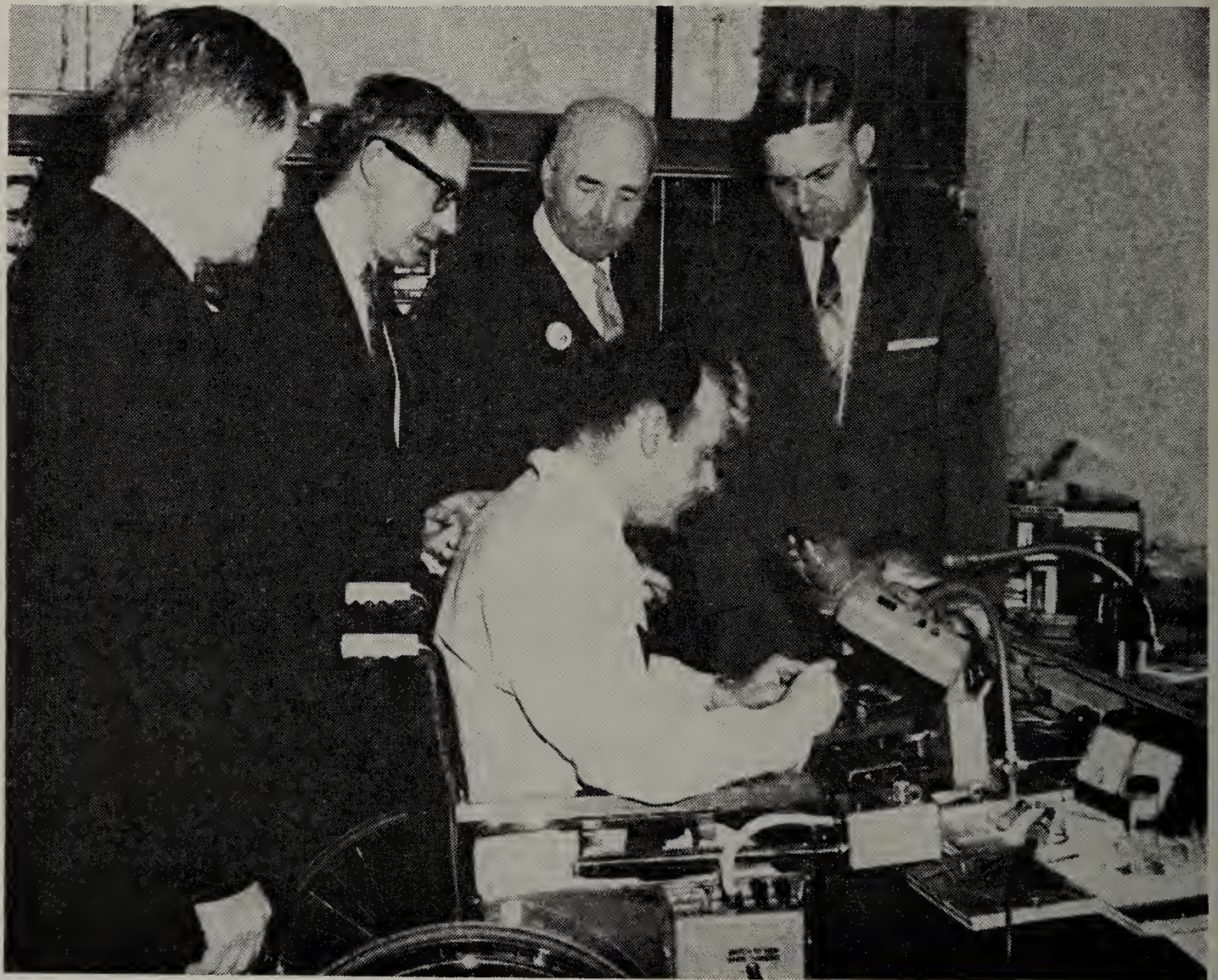
The company was formed in 1952 by Mr. Aaron T. Solomon for the purpose of manufacturing subminiature variable resistors. There are now 125 employees with gross sales of over a million dollars. This company produces its precision units for such organizations as General Dynamics

Corporation, North American Aviation, The Martin Company, Bendix Aviation, and Raytheon Manufacturing Company.

In the beginning, Ace Electronics hired only a few handicapped among its workers whom they trained for specialized work. The ability and loyalty of these few workers were so impressive that the firm policy was established to hire qualified handicapped workers wherever possible.

Presently, 10 percent of the com-

(Continued on p. 9)



Left to right: Aaron N. Solomon, Wallace J. Fletcher, Maj. Gen. Maas and Thomas R. Greening watch Charles J. Cyr, micro-relay technician, whose quadriplegia is no handicap in his work at Ace Electronics Associates, Inc., in Somerville, Mass.

Security Through Service

(Continued from p. 3)

on improving their coordinated military establishments, realizing that we are all in the same boat and that the principle of collective security must be accepted by all.

"Just yesterday in Copenhagen, the 15 Foreign Ministers of the 15 NATO countries met, and you will notice that the morning papers are carrying their communique, a reaffirmation of this unity," Gruenther said.

He then compared the answers received by a traveler and philosopher who went to Russia recently and asked this question of 50 people, "What do you think is the object of your society?" This same man later came to the United States and asked 50 Americans the same question. In Russia the answer was to work to outproduce the United States. In the United States the answer was to raise our own standard of living.

General Gruenther did not attempt to evaluate the merits of these 2 answers but he did say that it typified the type of struggle we are facing in the cold war. He went on to point out by examples around the world how the dignity of the individual receives major consideration in the free world and none at all in the Communist world.

"I am not going to pose the question, 'Am I my brother's keeper,' because I do not have the answer to it. But I do say that unless we are able to make contact with that group [with India and other Asian countries he talked about], and unless we are able to convince them that our concept of human dignity and

theirs is substantially the same, we are going to be in trouble.

"This is the problem we face. We can solve it by increased dedication to service, but that in itself will not do it. We are going to have to widen our horizons and recognize the kind of world in which we live, but it is because of the service concept that I am delighted to be here today and to congratulate all of you who are interested in this program. With our religious civilization, with our concepts of service which are constantly increasing, and the evidence of which is right here today, I am certain that we can solve the problem."

Ace Electronics

(Continued from p. 8)

pany's work force are former cardiac patients. A comparison of nationwide statistics with Ace Electronics' experience during the last 6 years shows that unimpaired workers in manufacturing suffered 12.5 percent disabling injuries per million manhours worked. Ace, however, has a flawless industrial accident record—no claims filed, no reportable injuries.

This company is proud of this record and considers it an outstanding refutation of the widely held belief that handicapped workers are a greater casualty risk.

Mr. Solomon, President of Ace Electronics, continually emphasizes that careful, selective job placement is the key to his successful utilization of handicapped workers without effect on casualty insurance rates.

Labor-Management Panel

(Continued from p. 4)

sponsibility for the proper administration of these workers in the hands of first-line supervision. This supervision, in larger plants, is supported and advised by medical, safety and personnel departments. This group must work as a team with each member being equally imbued with the desire to do a prideful job in utilizing impaired workers to the fullest advantage."

Dr. John N. Gallivan, Medical Director of United Aircraft Corp. in East Hartford, Conn., covered the subject, "Realistic Medical Evaluations." He said that "The final physiological evaluation of a job applicant or a worker must obviously fall to a physician. If the physician will learn some of the techniques of the specialty of occupational medicine, if he will develop and report his placement evaluation in 'functional capacity language' and avoid the use of medical diagnostic tags in making placement recommendations, if he will work as part of the employment team taking part in the consideration of capacities-raising and demands-lowering efforts as the employment team seeks to use all practical means to make productive use of the man and his skills . . . his medical evaluation will be realistic."

On the subject, "Dispelling Compensation Myths," Justin Johnson, Special Projects Representative for Hughes Aircraft Company in California, said "Workmen's Compensation Acts as such are not a myth—they are very much a painful reality to those who have to deal with their complexities. But to

say that Workmen's Compensation is a bar to the Hiring of the Handicapped is a MYTH.

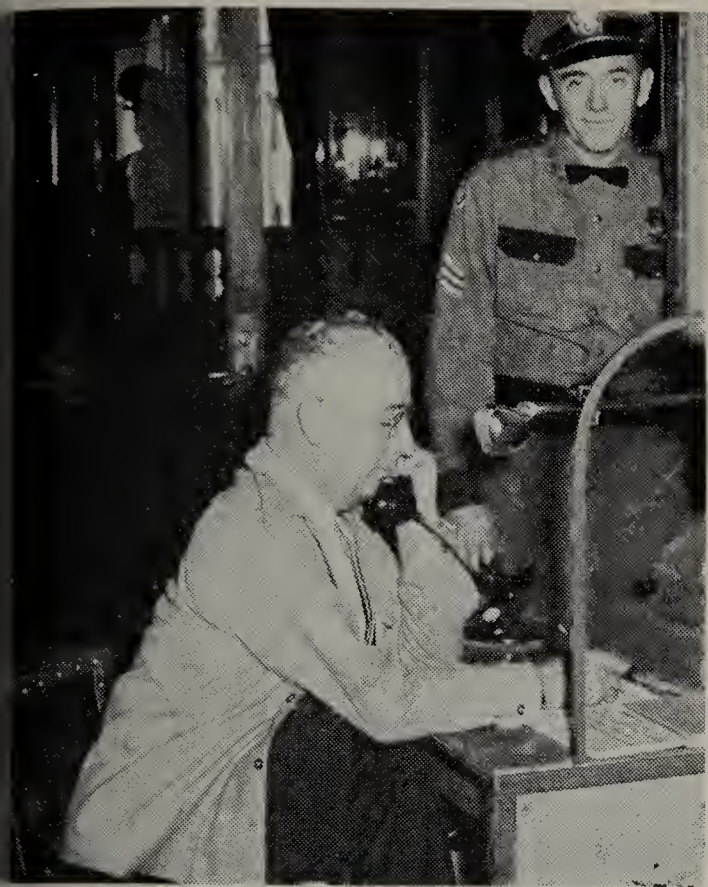
"Workmen's Compensation is the last stronghold of the reluctant employer. It may be coincidental, but it has been my observation that those who scream the loudest about problems in hiring the handicapped have little first hand knowledge of the subject—because they've never hired any themselves."

"Meeting Seniority Problems" was the subject of the last panel member. George Brown, Assistant to the President, AFL-CIO. Mr. Brown opened his remarks by saying that "The AFL-CIO has long been identified as an active force in the common effort to open employment opportunities for handicapped workers.

"The principle of seniority . . . is regarded by most trade unionists as a valuable custom for all workers—including the physically impaired.

"The fact must be clear that seniority is in itself a complex practice, and the negotiation of seniority clauses is primarily a matter of local collective bargaining. For effective actions concerning application of seniority provisions in cases involving physically impaired workers, we must therefore turn to the members of the local unions.

"When the problem is presented as an exception to the rule and not as a basis of establishing a foundation for the eventual destruction of the seniority principle . . . 'difficulties' will disappear."



The Washington State Patrol placed radio dispatching equipment in its booth in the State Capitol. This broadcast equipment is being operated by a paraplegic seated in his wheel chair. The Patrol uses a number of handicapped on this and similar jobs where they perform important work with great skill and dependability.

Four More Areas Hold Expositions

FROM coast to coast, Governor's Committees report increased interest in living expositions to demonstrate the skills and talents of physically handicapped men and women. With the advent of warmer weather, such recent bazaars have included a 2-day carnival in New York City; the annual Lincoln, Nebr., department store exposition; the 3d annual Handicap Fair held in Washington, D. C.; and an exposition in Olympia, Wash.

Local efforts like these demonstrate the great reserve potential of skilled manpower that is available to industry and business throughout our nation.

The Handicap Fair was held in Washington, D. C., during June in the President's Park at 15th St. & Pennsylvania Avenue, N. W. This exposition was sponsored by the Washington Junior Chamber of Commerce. Here was an opportunity to display and sell products of the handicapped and to instill in them a feeling of self-sufficiency and accomplishment.

Earlier, an exhibition was held in the lobby of the Capitol building at Olympia, Wash. Booths set up by industry and public and private groups and manned by handicapped operators clearly illustrated what is being done on the west coast to rehabilitate and employ the physically disabled. A team of 6 amputees led by Captain T. J. Canty, MC, USN, demonstrated various types of new prothesis and showed how skillfully they can be used by those who have received proper training.

In April of this year, the annual Exposition of the Handicapped was staged in Gold's Department Store in Lincoln, Nebr. This included a number of exhibits shipped by the President's Committee from Washington, D. C.

A 2-day carnival was held on May 16-17, in a building of the Federation of the Handicapped in New York City. There were 16 exhibit booths. All were planned, designed, executed and manned by handicapped members of 12 social clubs. Proceeds from the sale of tickets to various booth games will be used for some recreational project for the handicapped. Prizes for the 2-day carnival were secured from local storekeepers, manufacturers, and fraternal orders, who are always most cooperative in helping the handicapped.

An Asset, Not A Charity

Hon. Neil H. McElroy
Secretary of Defense



Editor's Note

Mr. McElroy was born in Berea, Ohio on October 30, 1904. He has lived most of his life in Cincinnati. He graduated from Harvard in 1925 and went to work for Procter and Gamble where he has remained for 32 years. He became general manager in 1946 and president in 1948.

THE Department of Defense, in its concern for the security of our country, is very conscious of the need for utilizing all of the Nation's resources. Among these, the most important are the human resources. In this country, moreover, we think not only in general terms of productive manpower, but actually in terms of the individual, with consideration of the dignity and importance of each person. This is basic in the Department of Defense policy with respect to utilization of those who are physically handicapped.

The various components of the military establishment use large numbers of civilians for a wide range of supply,

maintenance, training, administration, intelligence and research activities in direct support of combat readiness. We are proud of the many thousands of physically handicapped doing their full share in this exacting work at air bases, shipyards, depots, training centers and research centers. The recently issued Air Force film "Who's Handicapped?" depicts very dramatically how some 23,000 handicapped are used in various phases of that Department's activities. The Department of Defense's employment practice of hiring personnel who, as the film puts it, have "the skill to work and the will to work" sets an example of which we can all be proud.

This Nation does not, however, consider the employment of the handicapped solely in terms of the utilization of labor market resources. Today we are engaged in a powerful struggle for the minds of men. If our ideals are to be victorious over enemy ideologies, we must demonstrate that these ideals are living, not abstract.

One of the most cherished of our American ideals is the concept of equal-

ity of opportunity. Our country was founded on this principle; our social order and industrial economy have grown on this firm basis. Our concern for the handicapped is not charity but an integral part of our nation's philosophy. We must give them equal

opportunity to show that they have the will and the skill to be independent and productive, as well as to contribute to our nation's activities. Constructive attitudes toward the less able-bodied are part of the American way of life of which we can be justly proud.

Regional Meetings

(Continued from p. 5)

iation to the Wichita Clinic as one of the Nation's outstanding employers of blind veterans.

On hand to welcome the record crowd of delegates were Governor Victor E. Anderson, Nebraska; Mayor John Rosenblatt of Omaha; and Mrs. Francis C. Miller, Chairman of the Mayor's Committee. Adding to the big turnout was a concurrent meeting being held at the same hotel by the National Rehabilitation Association. Many of these delegates also attended all of the regional meeting sessions.

Highlighting the morning session in Omaha were talks by Miss Mary Switzer, Director of the Office of Vocational Rehabilitation, and Dr. Edward L. Holmblad, Director of the Industrial Medical Association, Chicago. A

panel chaired by USES head Arthur Motley developed the subject of overcoming employer resistance to hiring the handicapped.

The turnout for the noon employer luncheon taxed the space facilities of the main ballroom. A big turnout of employers from the Great Plains States heard Mr. Justin Johnson, Special Projects Representative of Hughes Aircraft, tell and show by slides, how hiring the handicapped has been a most profitable undertaking at Hughes.

Information media gave the Omaha Meeting saturation coverage. The Omaha World-Herald ran a regular schedule of stories on the meeting beginning immediately after the Christmas holidays. During the meeting there were three major press conferences held with representation of all media at each conference.

1959 NATIONAL ESSAY CONTEST THEME

"Hiring the Handicapped in Our Town"

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D. C.

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ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

State Representatives at Annual Meeting



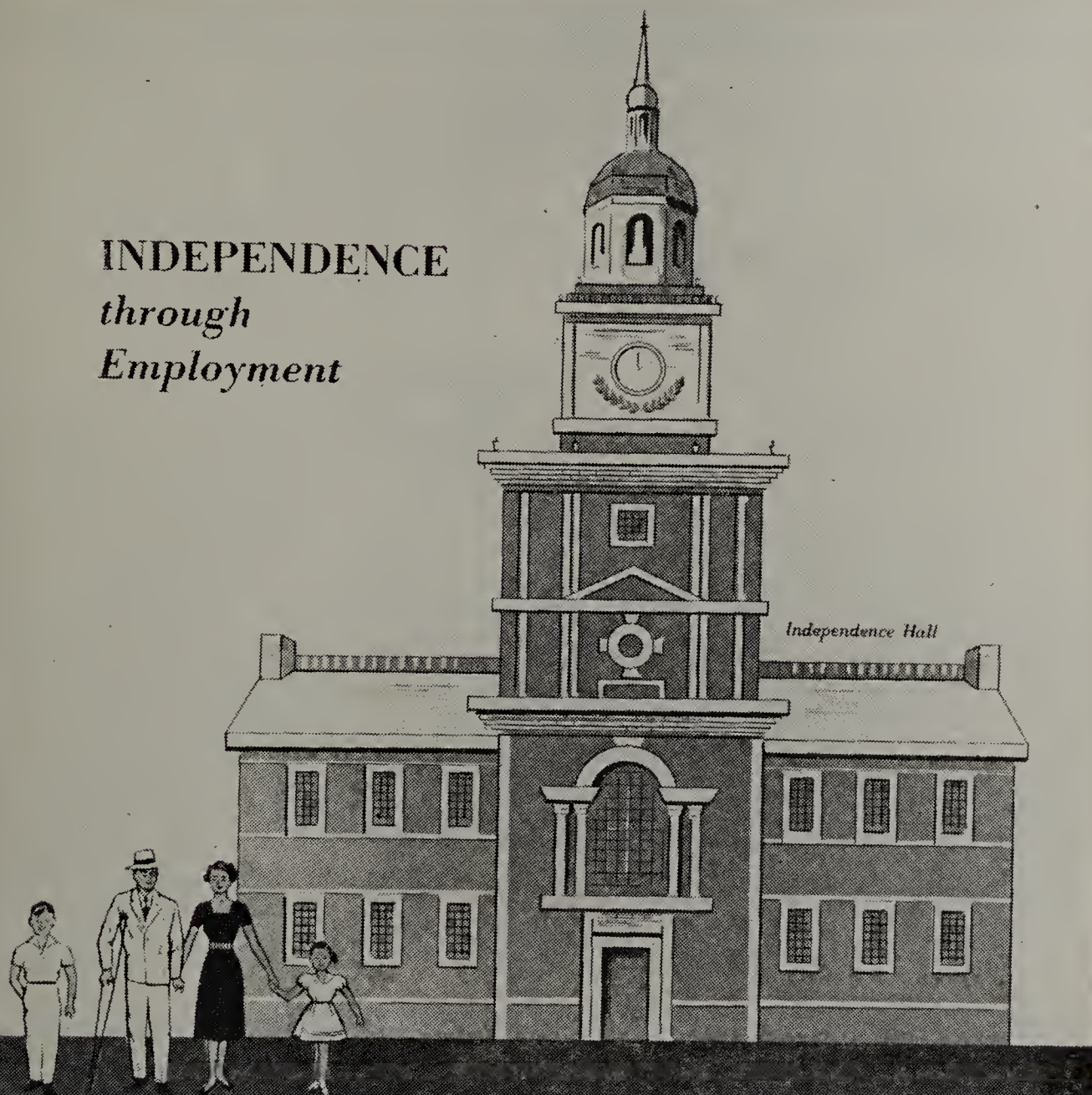
Chairman, Secretaries and other State Representatives at the Annual Meeting of the President's Committee, Washington, D. C., May 8-9, 1958: Front row (left to right)—Cecil B. Dodd, W. Va.; H. A. Haugness, Idaho; Don Davis, Okla.; Ernest A. Jones, S. Dak.; R. C. Thompson, Md.; Melvin J. Maas, Chairman; Mrs. Abby Wilder, N. H.; Ethel Fryer, W. Va.; Louise P. Thompson, Md. Second row—Judson Perkins, Mich.; F. X. Armstrong, La.; Edwin Fultz, Ark.; J. H. Sears, Del.; John Whitaker, Tex.; Domingo Collazo, P. R.; Francis Bawden, Calif.; Frederick L. Mellin, Mass.; Harry Knowles, Jr., N. J.; Robert M. Barnes, Ky.; Travis McCharen, Miss.; William Bannon, R. I. Third row—Charles L. Roberts, Colo.; Hon. Ellis Stewart, Ala.; Not identified; Paul Messmer, Ohio; C. M. Miller, Kans.; Justin Johnson, Calif.; Dr. Harry Johnson, N. C. (?); John P. Sullivan, Mass.; Dr. Charles Thompson, Ark.; Ted Thompson, Nebr.; Wm. C. Stalnaker, Ind.; Walter Johnson, N. Dak.

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he President's Committee on Employment
the Physically Handicapped

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Chairman

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William P. McCahill
Executive Secretary

Vol. IX, No. 2

August 1958

Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

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PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a word—PERFORMANCE presents the case for the handicapped.

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Third Annual Handicapped Fair Rated Best Effort By Jaycees

HOW the physically impaired can earn their own way was again dramatically demonstrated at Washington, D. C.'s third Annual Handicapped Fair. It was held Friday, June 13, 1958, in the President's Park, near the White House. The local Junior Chamber of Commerce sponsored the Fair, with many other agencies assisting.

There were 53 exhibition booths. Ceramics, oil paintings, jewelry, leather goods, furniture, lace work, artificial flowers, and many other items were attractively displayed and offered

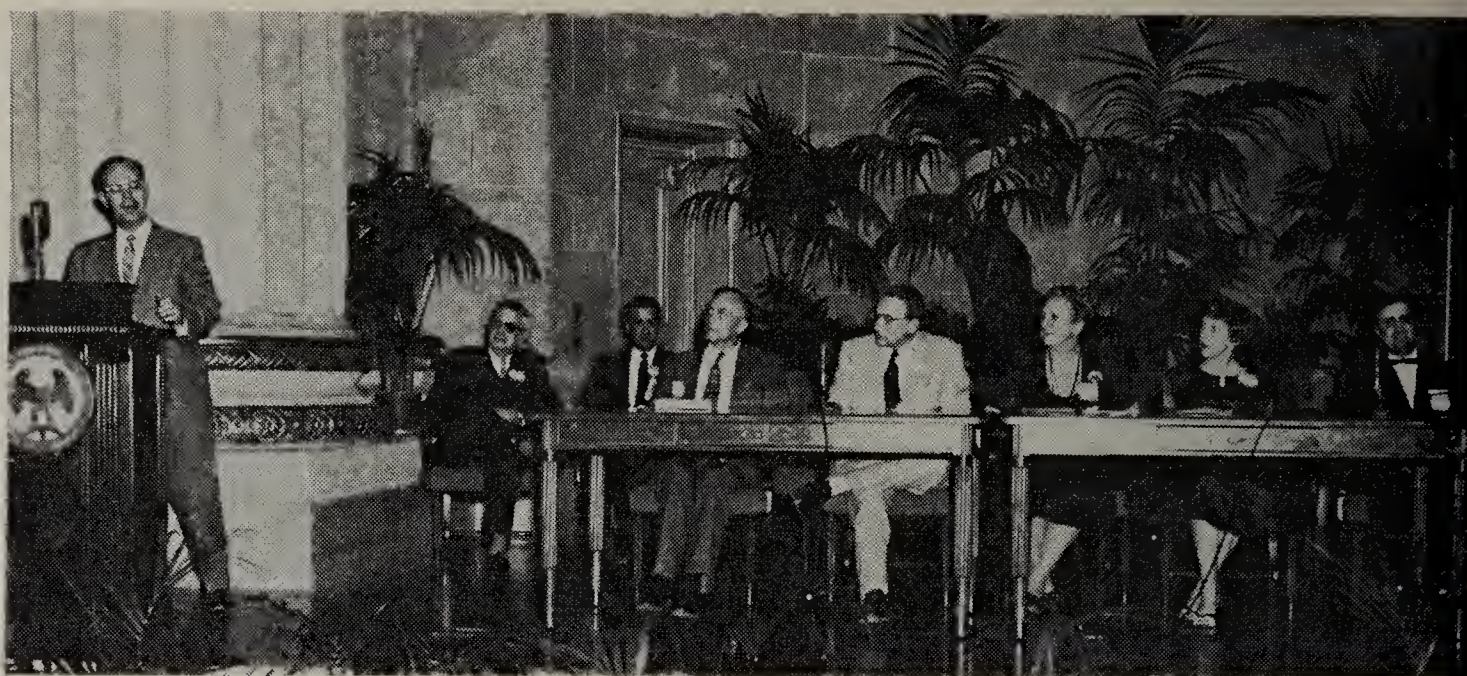
for sale. The handicapped themselves manned the booths. They included victims of cerebral palsy, blindness, muscular dystrophy, and various other ailments.

A booth which drew much attention was that of Stuart M. Angelo, Jr., Arlington, Va. Although afflicted with cerebral palsy, this talented artist paints with his feet. His determination to be self-supporting was inspiring to all who talked to him and to others with the erroneous idea that a physical

(Continued on p. 8)



They helped make the Jaycees Handicapped Fair a success in Washington, D. C. From left to right: Miss Susan Hendricks, Counselor with the D. C. Department of Vocational Rehabilitation; Carl Murr, Medical Division, U. S. Civil Service Commission; John J. Rosenblatt, Director of Rehabilitation, D. C. Tuberculosis Association; Dick Vierbuchen, Washington Gas Light Co.; Lyn Homa, of the U. S. Treasury Department; Mrs. Josephine McCarthy, mother of one of the Handy-Helpers at the Fair; Elmo Beach, U. S. Census Department; B. Cortez Tipton, Rehabilitation Council, Washington Federation of Churches; and Roderick Hall, of the General Accounting Office.



At the microphone is Sen. Charles E. Potter of Michigan, chairman of the panel whose members were handicapped men and women. Assisting him as discussion moderator was the "Dutchess," Mrs. Esther Van Wagoner Tufty, third from right. Panel members seated at the table (left to right) are: Dr. Irvin F. Hummon, Wheaton, Ill., radiologist; George Elleson, Bay City, Mich.; Mrs. Grace Cleaves, Falls Church, Va.; and Robert G. Allman, a Philadelphia attorney. Seated left in the background are Earl Bunting who presided at the Annual Meeting and Vincent Hippolitus, President's Committee staff member who was Annual Meeting coordinator.

Handicapped Panelists Tell, "How I Did It"

A PANEL made up of successfully rehabilitated men and women told the audience at the Annual Meeting of the President's Committee in Washington, "How I Did It." Each in turn told of his successes, failures, and adjustments in overcoming his physical handicap. Chairman of the group was the Hon. Charles E. Potter, United States Senator from Michigan, a bi-lateral leg amputee of World War II. He asked each panelist to tell some of the things he did to make a living and also the things he should have done but failed to do.

Senator Potter opened the discussion by saying that once something dis-

asterous happens to a person's body, there is a tendency to feel there's nothing one can do about it. The individual later feels he must make the best of what he has left. Next he becomes a bit philosophical and says to himself that life is never static and consists of a whole series of adjustments. Whether these adjustments have to be made because of physical disabilities, financial problems, domestic problems, or emotional and spiritual pressures, the Senator said, life is a whole series of challenges one after another which all of us have to meet. If the problem gets the best of us, we have a difficult time. If we master the problem, then

we gain inner strength and meet our successive problems easier.

Senator Potter introduced the first panel speaker, Robert G. Allman, of Philadelphia. Totally blind since the age of 4, he carries on his own law practice and insurance brokerage business. Allman said that though industry has done a magnificent job for the handicapped in the so-called factory jobs, more executive and white-collar opportunities need to be created for the handicapped. He felt it should be pounded home to top management that it pays to hire well qualified handicapped people who can earn respect and merit promotion to executive roles.

Two-Way Proposition

Mr. Allman said working with a handicap is a two-way proposition, calling for self-confidence on the part of the handicapped and understanding from those who are not handicapped.

The feminine side of "How I Did It" was given by Mrs. Grace Cleaves, formerly a switchboard operator at Mount Alto Veterans Hospital in Washington, D. C., and now a house wife. She was born minus arms but performs most functions normally done by the hands by using her feet and toes as hands and fingers. She said she does not feel handicapped, and considers her lack of arms to be a challenge. She tries to demonstrate that it is possible to contribute to others and to live her own full and happy life despite her lack of arms. Four basic factors, Mrs. Cleaves says, form a real foundation in overcoming any handicap: (1) Need to overcome the handicap; (2) a genuine desire to overcome the handicap; (3)

faith in God, and faith in one's self to believe that one can overcome the handicap; (4) courage enough to try.

The third panel member, George Elleson, of Bay City, Mich., is handicapped by ankylosis of the right knee as a result of surgery. Mr. Elleson is past President of the International Association of Personnel in Employment Security. While first hospitalized, he said he thought only about himself. After becoming acquainted and talking with many patients, however, he began to think in terms of doing something for other people. This changed his outlook and led him to the conclusion that giving of yourself causes you to lose your fears in the process.

Dr. Irvin F. Hummon, Jr., of Wheaton, Ill., severely handicapped from birth as a spastic with paralysis of both arms and legs, was the fourth panel member. He is now Director of the Department of Radiology, Cook County Hospital, Chicago. Dr. Hummon said that his story should be "How It Was Done," rather than "How I Did It." He said he had an excellent supporting cast consisting of his parents, his teachers, playmates, and schoolmates, and last but not least, his many friends and business and professional associates who accepted him for what he was and who aided and encouraged him in many ways.

A lively floor discussion followed, led by the moderator, Mrs. Esther Van Wagoner Tufty, who is an Executive Committee member of the President's Committee. One thing was apparent to her from the stories told by the panel members. It was difficult for them to

(Continued on p. 13)

Iowa Handicapped Train For Linotype Jobs

THE rehabilitation of handicapped individuals is not as simple as it seems according to Verne L. Arhart, whose Midland, Iowa, Linotype School fits many handicapped persons for jobs and whose efforts were recognized recently when he received the President's Committee Citation for Meritorious Service.

At the time of the establishment of the school by W. L. Rhinesmith in 1909, Verne was a 2-year-old youngster on his parents' farm southwest of Marble Rock. As Verne matured he, himself, suffered a disheartening ailment—double hernia—which made farm chores an agony, although he pitched in and did his share.

Realizing that he would never have the physical stamina to remain on the farm Verne, after graduation from the Marble Rock high school, cast about for an occupation more amenable to his handicap, and that Fall applied for entrance to Midland, then operated by Mrs. Minnie Rhinesmith. The next Spring, in 1926, he was accepted for admission and came to Charles City.

Verne conducted all of the instruction at the time and the early years were a bit on the lean side. However, approval in 1945 by the State Department of Public Instruction for Veterans training and contracts for training veterans from the Veterans Administration provided the necessary impetus, and the school was soon rolling along on a stable basis.

The Iowa department of the Veterans' Administration, says Verne, is outstanding. "From my contacts I consider it to be one of the best in the entire program," he continues. Verne found that veterans who were not getting service in other States could move to Iowa and quickly secure placement. During this period veterans predominated, with about 25 percent of the total number trained by the school coming from out of the State.

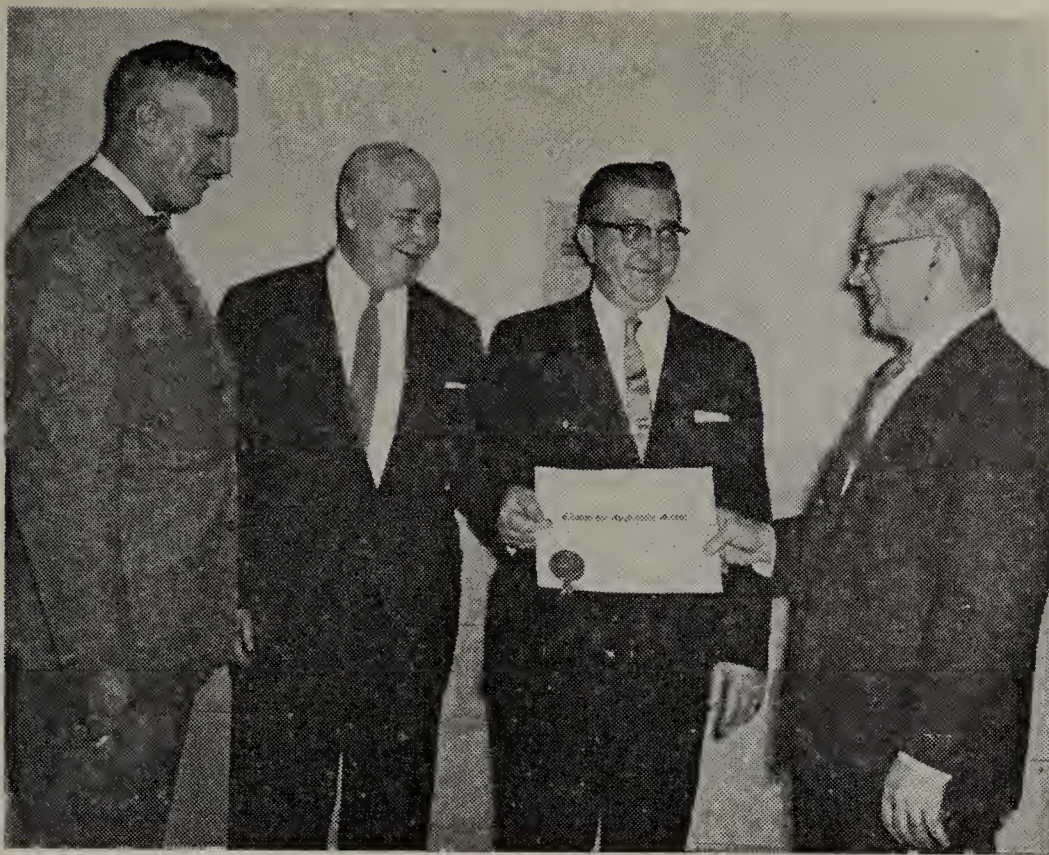
VA Gives Personal Aid

"In addition," Verne says, "the Iowa VA does not put a trainee on a program and then forget about him. If there has been any personal aid the VA could render which would help the individual's schooling, that has been provided." He cites examples as dental work, eye glasses, etc.

"Whenever an emergency has arisen in which one of the students might require speedy hospitalization, a phone call to Des Moines VA and authorization has been granted to use the facilities of the local hospital," he continues.

Recently the shift has been from a preponderance of veteran trainees to those under the supervision of the State vocational rehabilitation program, who now comprise the bulk of linotype students.

Among these are many who have suffered the crippling effects of polio, although the school has never trained a wheelchair case. Other disabled



Verne Arhart, owner-director of the Midland Linotype School, shows the citation he received at the Iowa State Junior Chamber of Commerce awards banquet. Holding the citation on the right is Lou P. Ortale, secretary of the Governor's Committee. On the left are John Ludemann, Vocational Rehabilitation supervisor for the Waterloo district, and James Quigley, with the Veterans Administration in Des Moines.

trainees have included cardiac cases, where heavy lifting has been prohibited; those suffering from asthma, diabetes, slipped disc and other back injuries, amputees—particularly limbs—epileptics, mutes, hard of hearing and deaf, arrested tuberculosis, etc.

John Ludemann, former Presbyterian pastor at Greene, who went into rehabilitation work with the State of Iowa, was the first in this area, Arhart says, to realize the extent to which handicapped persons can be rehabilitated. "Ludemann's encouragement to these persons has been of immense value," Verne continues.

The State plan, according to Arhart, starts from the disability, with all being done to correct the physical de-

fects before the individual enters the training program, which runs from 17 weeks through 48 weeks. All disabled veterans are enrolled in the 48-week course, and are released for jobs upon Arhart's recommendation. They are not held to a specific time of completion, but may develop according to their own adaptability.

The school has even trained two persons who possessed but one hand, one of which was lost in an injury and the other congenital. Arhart however, receives the most gratification from the progress made by a polio patient, who was literally helpless below the waist and had but partial control of one arm and hand. . . .

(Continued on p. 8)



Donald L. Hewitt, West Concord, Mass., left, and John D. Bennett, Medford, Mass., discuss graduation plans with Mrs. Alice Gamble, director of Boston University's Hospital and Tutorial program for handicapped and disabled students. Donald and John received their Associate in Arts degree at Boston University in June.



Where there's a will, there's a way. Richard, of Medford, Mass., shows how he manages. Paralyzed from his neck down, Richard received his Associate in Arts degree at Boston University's Hospital and Tutorial program.

From Campus to

Build a Better Home

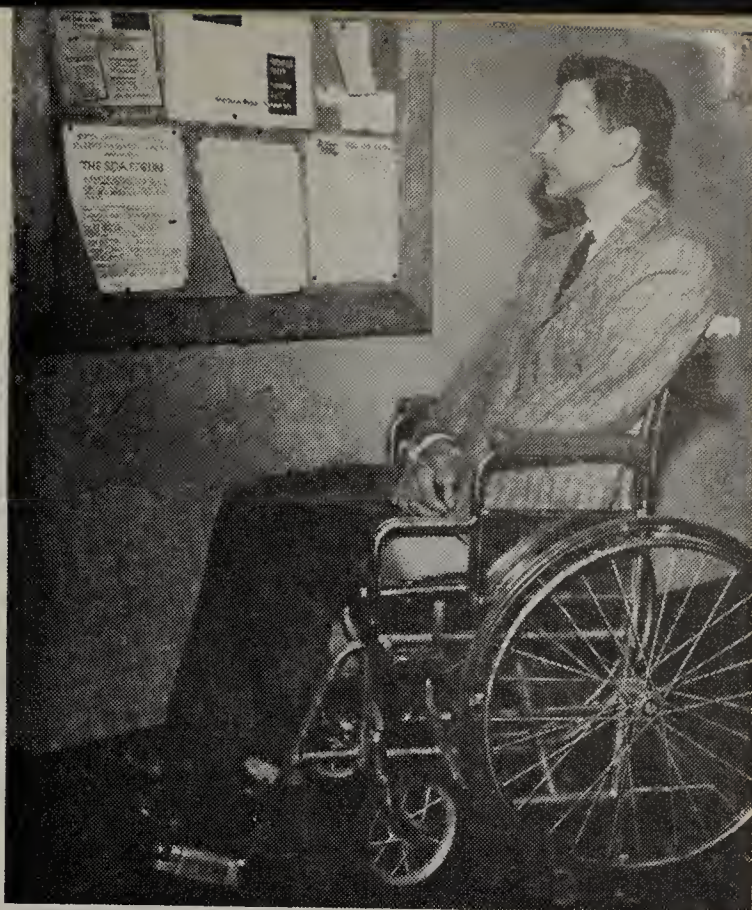
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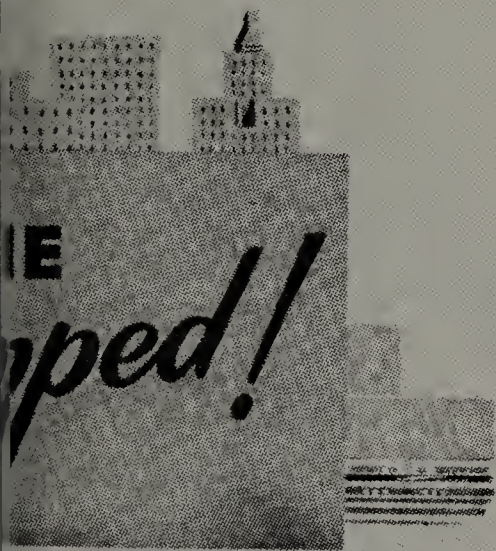
*Richard Amaducci, Roslin-
through 2 years of college.
ult of a diving accident,
gree from Boston Univer-
une 8.*



*Charles Mirak, Winchester, Mass.,
glances at the bulletin board at
Boston University where he grad-
uated with a B. S. degree and
with "high honors."*

... The 1958 Summer Look

AMERICA...



AS A PUBLIC SERVICE

The New 1958 Billboard

During the month of August, 3,000 of these billboards will appear throughout the United States. The project was again made possible through the cooperation of the Outdoor Advertising Companies and the Advertising Council. The idea for this year's billboard was adapted from a prize-winning poster in the 1957 contest sponsored by the Governor's New Jersey State Committee to Employ the Physically Handicapped. The poster was drawn by Welling Wedemeyer, a student at William L. Dickinson High School, Jersey City, N. J.

Handicapped Fair

(Continued from p. 1)

disability is an insurmountable obstacle in the way to a full, useful, and happy life. Many employers who came to the Fair learned that employing the handicapped is good business, for they saw how the physically impaired proved that they have unusual talents.

A feature of this year's Fair was the selection of a Queen of the Handicapped Fair. Miss Eleanor Blair, an attractive employee of the United States Tariff Commission, was chosen. She is a polio victim who wears braces, but that does not affect her job performance.

The Jaycees also chose a Mr. Handicapped of the Year, Elmo Beach, who works at the United States Census Department and lives in District Heights, Md.

Four young girls, students at Gallaudet College for the Deaf, entertained visitors with interpretive dancing. They were Lois Hoover, Linda Green, Jeanne Wolohan, and Caroline Stasulli. Live and recorded music added to the festivity and gaiety of the occasion.

Business was brisk throughout the day at the Fair, and this boosted the morale of those selling.

Many prominent persons who attended included representatives from Washington's business life, social agencies, Federal and District of Columbia Governments, and the public at large.

Miss Susan Hendricks, a member of the D. C. Department of Vocational Rehabilitation, commented on the effect of the Fair on the handicapped: "They see what they can do and that

the public is interested and they are inspired to do more. Some of them look forward to this all year as an opportunity to show that if given the chance they can become taxpayers."

The Jaycees feel "Seeing is Believing," and they have proved that their Handicapped Fairs are an excellent way of demonstrating the employment potential and skills of the physically handicapped.

Iowa Handicapped

(Continued from p. 5)

Arhart, who is a past president of local Jaycees, had one trainee when he took over the school 19 years ago. Now the school has an enrollment of 40 and operates on 3, 6-hour shifts.

He accepted the first vocational rehabilitation trainee in 1940 and since then 128 persons have completed the course under the Iowa program. A total of 188 have been graduated under the programs of neighboring States.

In addition, he has trained 134 disabled veterans under the Iowa Veterans Administration program. This he accomplished since 1945.

His figures show that 95 percent of the persons who have taken the linotype training continue in that trade.

Ten States and the Territory of Hawaii have used the services of the school for vocational rehabilitation.

His school receives enrollments from 37 States, Alaska, Hawaii, the Philippines and Germany. Arhart personally handles job placements of 98 percent of the school's graduates. . . .

Adapted from the Charles City, Iowa, *Press*.

Employment Counselor Gets First S. C. NEPH Award

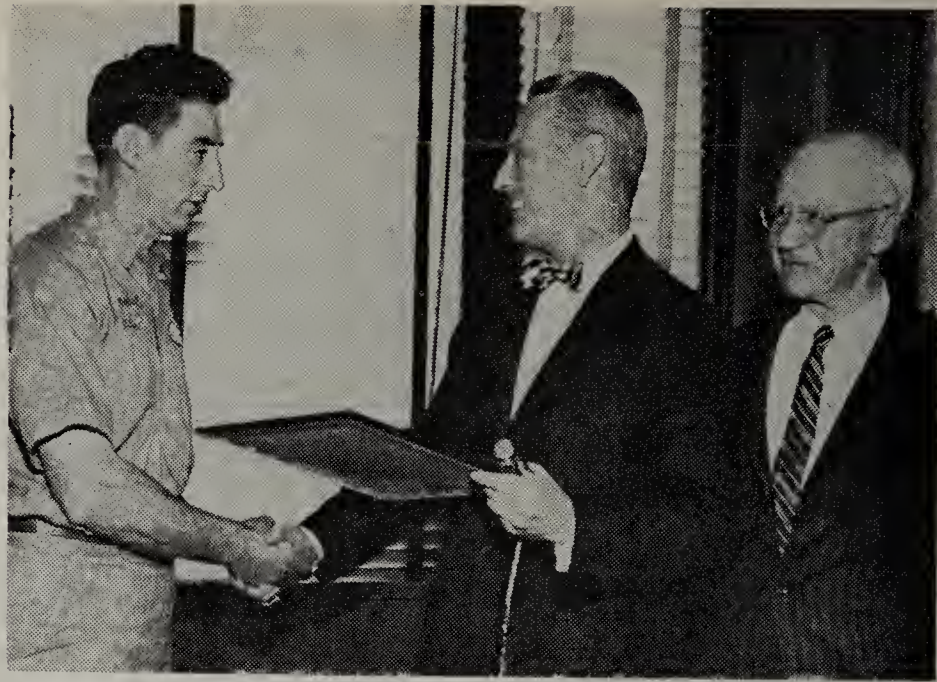


Dr. Mamie S. Summer (center) is presented the Citation for Meritorious Service by Dill D. Beckman (left), Chairman of the South Carolina Governor's Committee on Employment of the Physically Handicapped. (At right) Jimmy Coggins, chairman of the local Newberry EPH Committee, who acted as Master of Ceremonies at the banquet honoring Dr. Summer.

THE first South Carolinian ever to receive a President's Committee Citation from that State's Governor's Committee on Employment of the Physically Handicapped is a long-time highly regarded counselor in one of the State's local employment offices. She is Dr. Mamie S. Summer of the Newberry office who was honored by Lt. Gov. Ernest F. Hollings, Dill D. Beckman, chairman of the Governor's Committee, and more than 200 citizens who met May 20 to pay tribute to her for her many years of service to the handicapped. Mr. Jimmy Coggins, chairman of the Newberry local committee, was master of ceremonies.

"Miss Mamie," as she is known to all, is a counselor with the Newberry office of the United States Employment Service and was instrumental in forming the first two local year-round physically handicapped committees in South Carolina, which has resulted in the employment of many handicapped workers in her area. She has been the guiding hand behind the promotion of the highly successful NEPH Essay Contest in Newberry and Saluda counties and through her efforts, much publicity has been gained calling attention to the value of hiring the handicapped worker.

(Continued on p. 11)



Pete Reno, driver for Goodwill Industries of Detroit, receives the Detroit "Driver of the Year" award from William P. Thorpe, Jr. in courtroom ceremonies before Detroit Traffic Judge John D. Watts.

Amputee Driver Wins Safety Award

EDITOR'S NOTE: As a group, many surveys have shown handicapped truck drivers to be safer on the highways than the able bodied. The following article is a case in point.

PETE RENO, truck driver, was arraigned before Traffic Judge John D. Watts in Detroit in a packed courtroom.

Reno had not received a notice of traffic violation, nor had he been involved in an accident. He received commendation instead of condemnation.

Reno is an arm amputee. He is top driver both in safety and courtesy for Goodwill Industries of Detroit. He has driven a Goodwill truck over 200,000 miles in 9 years. His record is accident-free and free of traffic violations.

In an unusual courtroom ceremony, he accepted an award from William P. Thorpe, Jr., president of Michigan

Cartagemen's Association, who said:

"The record of Pete Reno is one of the most remarkable I have heard of, and certainly can't be surpassed by any driver in our organization. His 9 years of driving without an accident or traffic violation is tops. I can't find words to express the admiration that other truck drivers in Michigan have for Reno. The Michigan Cartagemen's Association considers it a great privilege to name Reno 'Driver of the Year.'"

During the ceremonies, Thorpe presented William Baumgartner, trucking department head, with a similar certificate on behalf of Detroit Goodwill Industries' entire trucking fleet. Half of the drivers for Goodwill Industries

of Detroit are physically handicapped. Seven are arm amputees. Helpers in the department are also physically handicapped.

Detroit's Traffic Judge Watts said: "Goodwill Industries' drivers have set a remarkable fleet record both in safety and road courtesy. Its handicapped drivers set a fine example for others. In my many years on the bench I have discovered that handicapped persons are usually better drivers than those with no disabilities. They are more patient, more careful, and have a feeling for the other people on the highway.

"Our courtrooms show that Goodwill employees are very seldom in Detroit courts as traffic violators."

Executive Secretary Harold H. McKinnon, of Detroit Goodwill Industries, explained why its trucking department is one of the most important departments in the organization: "Goodwill truck drivers do not solicit house to house, but only pick up materials in answer to a housewife's call to Goodwill Industries. This means that the housewife expects a Goodwill Industries' driver and knows he will arrive at a convenient time.

"This is a courtesy to the housewife. It is a protection for her. Goodwill drivers have been carefully screened as to character. The housewife need not be afraid to allow any Goodwill driver on the premises.

"Every driver has background training in public relations before being allowed on the road," McKinnon said. He is Goodwill's direct contact with the public. Because Goodwill, a non-profit organization, is self-supporting

as far as operations go, there are a few items that the organization cannot take. This is because there is no resale value, as in the case of glass jars, or because the cost of reconditioning is prohibitive, as in the case of an overstuffed davenport. It is often up to the driver to explain these matters to the public."

Employment Counselor

(Continued from p. 9)

In 1936, she started working with the National Youth Administration and began her work with the handicapped in 1944 when she joined the local Employment Service. Dr. Summer has been awarded the honorary degree of Doctor of Humanities by Newberry College.

Not only has she aided the handicapped, but she has also been active in community work. The city of Newberry is quite proud of its city park and swimming pool which were developed under Dr. Summer's guidance and of the old courthouse which was renovated into a community hall through her efforts. The City Council of Newberry presented Dr. Summer with a silver service for her work in the community.

In thanking the committees for the honor bestowed on her, "Miss Mamie" said her slogan for working with and for the handicapped has always been: "Ask God and tell people." She added, "Let us all tonight ask God and tell people the story of the rehabilitation and placing of the handicapped in jobs."

King and Queen Treatment for Alabama and New York Handicapped

ALABAMA and New York groups have again taken steps to see that handicapped persons, too long neglected and forgotten in back bedrooms, have a chance to get together for mutual enjoyment. In Alabama it was the ladies of the Veterans of Foreign Wars who saw to it that handicapped men, women, and children from all over the State had a chance to come to Birmingham for the annual Wheelchair Convention. In New York, the Institute for the Crippled and Disabled took 2,000 handicapped for an all day boat ride on the Hudson River.

Alabama's annual Wheelchair Convention is now in its fifth year. As in the past, it was sponsored by the Ladies Auxiliary of the Kelly Ingram Post, Veterans of Foreign Wars of Birmingham. This year the handicapped met April 27 at the city auditorium in Birmingham, Ala.

The Wheelchair Convention grew out of an idea born in the mind of the late John B. Atkins, a reporter for the Birmingham News, who died the past year and whose wife is a wheelchair patient. The Convention was dedicated to the late Luther Patrick, the Wheelchair Society's first president. Mr. Patrick was a Birmingham attorney and former congressman from the Ninth District. In the latter years of his life he, too, like Mrs. Atkins, was confined to a wheelchair. The Society is made up of Alabamians shut in because of being physically incapacitated.

The Wheelchair Convention is a full day of great excitement and joy for

the handicapped. There is the automobile trip to Birmingham. There is a day packed with music, entertainment and the fun of meeting old friends and reminiscing about last year's conventions, while professional entertainers follow with act after act.

The VFW brings the handicapped to Birmingham from all over the State. One of the highlights is the colorful and dramatic coronation of a king and queen. Sarah Porter, of Birmingham won the coveted honor of being made 1958 queen. She has been confined to a wheelchair since 1951. In 1955 she and three other handicapped girls formed the Birmingham Wheelchair Cheer Club. There are now nine such clubs in the State of Alabama. Their function is to put shut-ins back into society and at the same time to educate the general public to the employment capabilities of wheelchair patients. Miss Porter types, makes costume jewelry, weaves ladies' hats and purses. She is a graduate of Phillips High School and Howard College in Alabama.

The 1958 King was Hubert Coker, of Sheffield, Ala., president of his local Cheer Club, and an accountant.

Awards given out at the convention included two new wheelchairs and the John B. Atkins trophy to the Tri-Cities Cheer Club for the best attendance.

Another recent event serving to give shut-ins a chance to get out for a good time was the 29th annual boat ride and "Day in the Sun" sponsored by the New York Institute for the Crippled

Sarah Porter, Birmingham, Ala., who was crowned 1958 Queen of the Alabama Wheelchair Convention in the City Auditorium in Birmingham. Mr. Hubert Coker, of Sheffield, Ala., was crowned king of this year's convention. He is an accountant.



and Disabled. More than 2,000 of New York City's handicapped men, women, and children participated. A highlight of the boat ride was the crowning of Mrs. Zulay Zelutini as "Mrs. Day in the Sun." She is an Institute polio patient from Caracas, Venezuela. Mrs. Zelutini was given a self-propelled wheelchair as a gift.

The day-long excursion took place

on the Hudson River excursion vessel, the SS *Alexander Hamilton*, past Bear Mountain and West Point. Entertainment especially designed for the handicapped took place under medical supervision throughout the day. Magicians, clowns, an orchestra, and strolling accordionists moved about the ship to perform for those who were unable to move around by themselves.

Handicapped Panel

(Continued from p. 3)

talk about their jobs, but not about their philosophies which inspired them to secure work.

Audience comments indicated that motivation may be the key to rehabilitation. The question was asked how a young man, capable and well educated with a nice personality would sell himself in applying for a job with an executive future. Getting out and meeting people appeared to be the answer. His example would then encourage other disabled people to overcome their feelings of inferiority and also go out and get a job.

Performance Correction

IN the March 1958 issue, PERFORMANCE ran a story titled "Double Amputee Completes Apprenticeship Training." Two errors have been called to our attention.

In the photograph, the gentleman on the extreme right is Dolph Smalley, counselor for the West Virginia Rehabilitation Division. Then, in the lead sentence we referred to Clarksburg as being in Virginia rather than *West* Virginia.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D. C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

Blind Prove Adaptable In Job Transfers

IN 1955 the President's Committee sent to the States three questions about employer resistance to hiring the handicapped. Based on replies from 37 States and Territories, a report was prepared which showed that more than two-thirds of the States said employers told them they hesitate to hire handicapped because they feared that the carefully placed handicapped worker would not be flexible in case of necessary transfer.

At about this time, which was 3 years ago, there was considerable publicity about the "guaranteed annual wage," and the State reports indicated that if employers were being required to pay a worker's wages the year around, they were appraising ability in terms of physical capacity to accept varied job assignments.

To help refute the argument that handicapped workers do not have flexibility in job transfers, the Veterans Administration Benefits office in Washington recently made this report on five blind dictating machine transcribers.

The five formerly made up a transcribing "pool" in the VA Insurance Center in Washington. Several weeks

ago the center moved to Philadelphia and the "pool" had to be disbanded. The blind employees had to be transferred to other jobs.

Three—Mr. Jean Dorf, Mrs. Helen F. Litvin and Mrs. Dorothy J. Richardson—moved over to the Claims Service of the Veterans Benefits office. Here they joined two other blind dictating machine transcribers, Vernon A. Butler and Leon R. Trainer.

The remaining two, Catherine M. Kolton and I. Lenore Swope, were assigned to the Medical Division of the Veterans Benefits office, which already was employing another blind transcriber—Mrs. Dorothy Corso who, in 1956, had won an outstanding performance award.

In a matter of days, VA reported, the five blind employees had adjusted to their new working conditions and new vocabularies shot through with medical terms, as though they had been on the job for years.

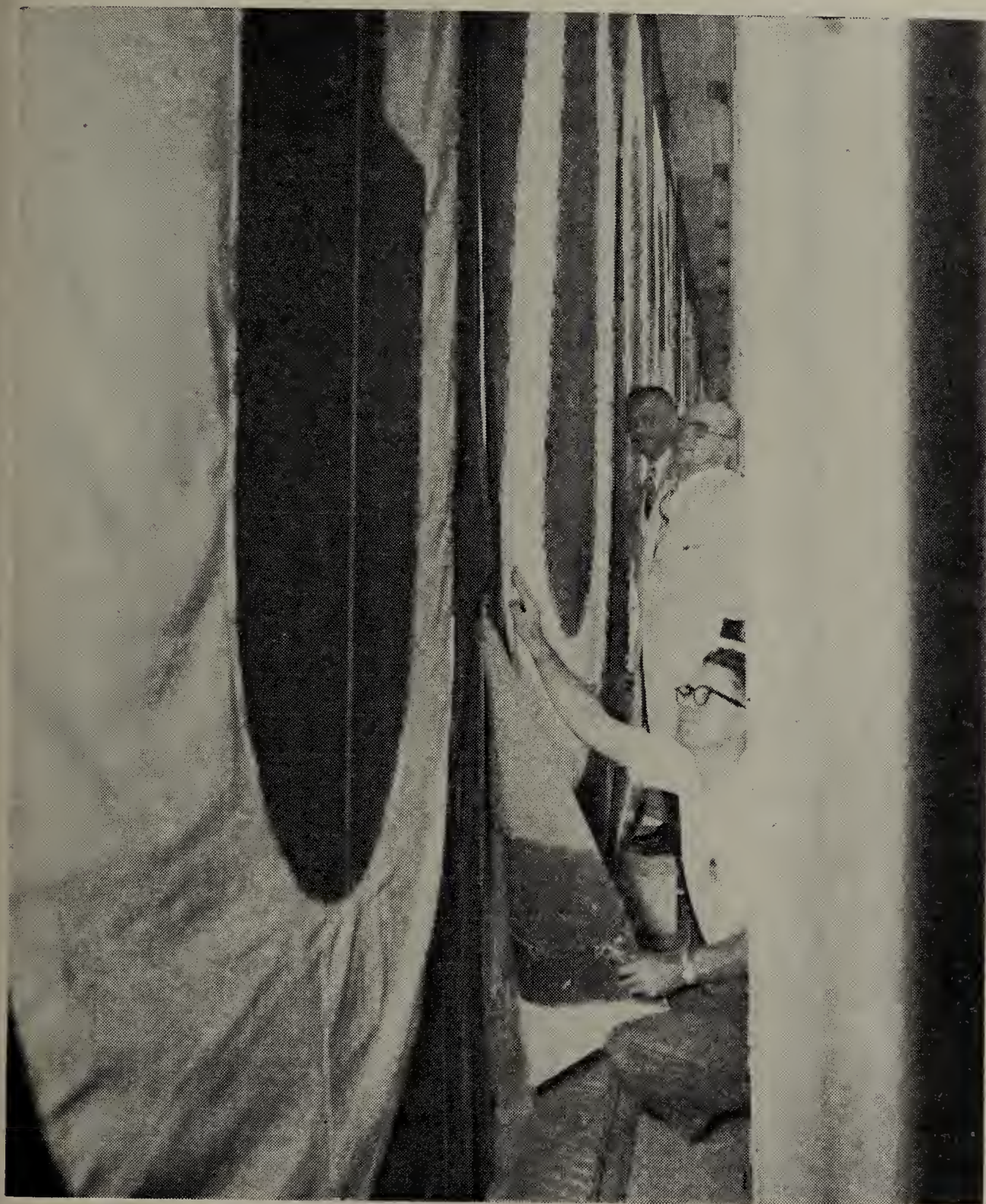
In fact, Mr. Dorf in the Claims Service consistently has been surpassing his job requirements by 40 percent.

Verdict of their new supervisors: "They're doing fine. In almost no time, they're among our best."

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R

Performance

THE STORY OF THE HANDICAPPED



"LOOK AT THE SIZE OF THAT LETTER!"

See pages 6-7 for picture story on World's Largest NEPH Sign.

the President's Committee on Employment
of the Physically Handicapped

SEPTEMBER 1958



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Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of The President's Committee on Employment
of the Physically Handicapped

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Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

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PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a word—PERFORMANCE presents the case for the handicapped.

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Public Personnel Award Goes to Mayor of Omaha



In April 1958 this picture of Mayor Rosenblatt and the Secretary and Chairman of his Omaha Mayor's Committee on Employment of the Physically Handicapped appeared in *Performance Magazine* under the heading, "Omaha Has Active Handicapped Program." Four months later, the Mayor was selected by a distinguished committee to receive the President's Committee Public Personnel Award. Mayor Rosenblatt is flanked (left) by Darrell Dunham, Secretary, and (right) by Mrs. Frances C. Miller, Chairman of the Omaha Committee.

IN the shadow of the venerable City Hall, where he now serves as Omaha's Chief Executive, Mayor John Rosenblatt once sold daily papers. This year he has been selected from among all of America's public administrators to receive the President's Committee Public Personnel Award.

The panel of judges who were chosen to select the winner was as follows: Eric Sevareid, CBS news commentator; Edward Cushman, serving on the Executive Committee of the President's Committee. Chairman of the Public Service Committee, and Vice President

of American Motors; and Arnold Zander, President of the American Federation of State, County and Municipal Employees, AFL-CIO.

During Mayor Rosenblatt's terms of office, the philosophy of employing the physically impaired in jobs which they can do has spread throughout the various city departments. Out of approximately 650 civilian employees of the city, at least 12 are severely handicapped. Quite a few with minor handicaps are not even reported by the Civil Service Department. It has been stated that the handicapped in

the city departments have been hard to count, as they have not been thought of as falling in that category.

The City Government is constantly amazed by the cheerful disposition on the part of many who have multiple disabilities. In the examination for jobs, the physically impaired have competed on an even basis with the non-handicapped. There has been no pay differential and layoffs have been on the basis of seniority.

Some of the handicapped employees have made interesting use of their remaining abilities. For example, there is a totally deaf man working in the Smoke Abatement Department. Officially, his job is to check flues and for this assignment his sense of smell is much more important than the loss of his sense of hearing.

Parking Meter Department

Then there is the Parking Meter Department, which employs a total of 12 persons, four of whom are handicapped. Consistent with policy, one is a paraplegic in a wheelchair and one wears a brace. Both of these people work in the Repair Department which is a unique one in the City of Omaha, in that parking meters are not repaired on the street but are brought into the shop for repair. Such maintenance fits in well with the practice of hiring the person who lacks mobility. There are also two efficient office workers in this department: one has Rheumatoid Arthritis and the other, Parkinson's Disease. The Superintendent of this department says that it was necessary to stress the second injury clause in

Nebraska in order to "get around" the physical requirements of Civil Service to allow them to hire individuals with these disabilities. He commends a four employees highly.

The City Planning Department gives an illustration of modifying a job slightly to permit the use of a paraplegic draftsman. This man's disability was the result of falling from a roof and breaking his back. He is, however, an excellent draftsman. The work in the department has been so arranged that he is given the blueprints that are within the span of his arms when sitting down, and in order to adjust the drawing table the legs have been sawed off.

The Superintendent of the Parking Meter Department voiced the opinion of several other department heads when he stated that without the cooperation of Mayor Rosenblatt such a program of using handicapped workers could not have been done.

Mayor Rosenblatt was born and reared in Omaha and educated in Omaha public schools, attended the University of Omaha and Iowa University. Prior to his election to public office, he was an executive in a large dairy firm. In 1948 he was elected Commissioner of the Department of Public Properties in Omaha. Again, in 1951, he was Commissioner of the Department of Streets and Boulevards. In 1954, he was elected Mayor. He is now in his second term.

Mayor Rosenblatt has always taken an active interest in community affairs and has found himself serving as head of many civic and charitable drives.

(Continued on p. 10)

Hines Hospital Celebrates 10th Year

BECAUSE he was very busy 6,000 miles away in Alaska during July, Maj. Gen. Melvin J. Maas could not attend the ceremonies at the Hines, Ill., VA Hospital Blind Center which marked a decade of successful retraining of blinded veterans. The Chairman of the President's Committee is one of the Center's well-known graduates.

The VA Center conducts the only program of its kind in the VA and the Armed Forces. It has helped 470 blinded veterans to "see" with walking canes, to overcome fear in doing ordinary things, to use power tools and appliances for the blind, and to become independent useful citizens.

"I feel I received the finest training in the world at Hines," General Maas said. "Two things helped me overcome the hump right after I lost my vision. One was the wonderful program at the Hines Blind Center and the friendship of the staff and patients. The other was the pressures of a Congressional Committee Assignment which kept me so busy I did not have time to feel sorry for myself."

Honored guests at the ceremony marking the center's 10th anniversary were the 20 blinded veterans currently in residence for the 16-weeks rehabilitation course.

Attending the observance were distinguished pioneer medical and lay persons in the specialized field of rehabilitation of the blind, from across the Nation.

Chief of blind rehabilitation activi-

ties at the center, as he has been since its founding, is Russell Williams, a native of Indiana who was blinded by an exploding shell in France in World War II. His staff specialists include four instructors in Braille and typing, 16 orienters, four manual arts therapists, and a counselor.

The orienters are specialists in teaching systematic habit retraining, especially in foot travel. The staff has training and experience in corrective therapy, which provides a good foundation upon which to superimpose the special skill and philosophy of a rehabilitation treatment program for blinded veterans.

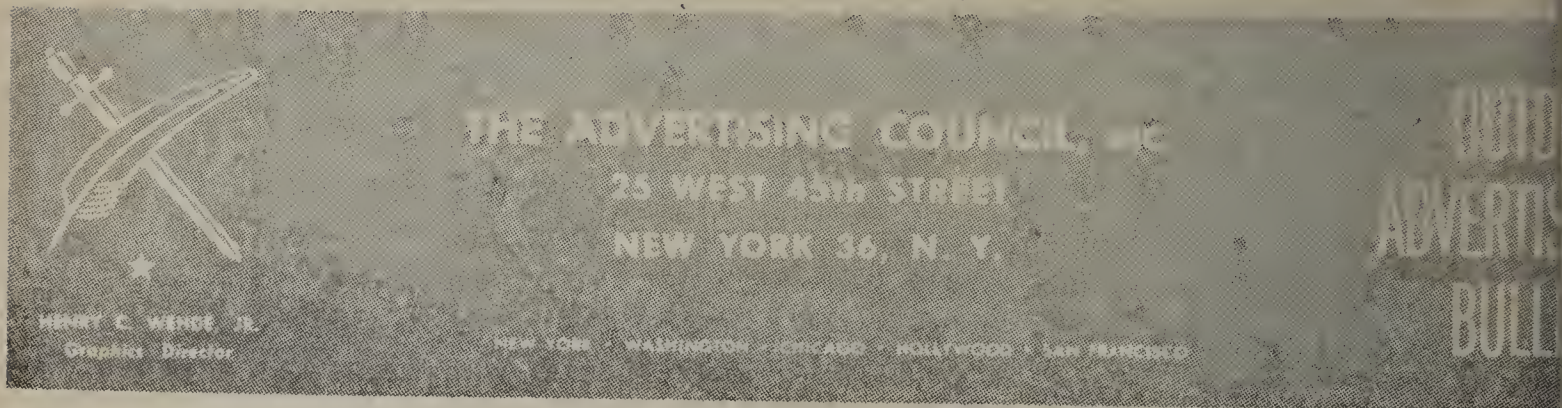
A typical day at the center includes orientation and mobility, Braille, writing skills, typing, shop work, counseling, physical reconditioning, and group recreation. The recreation may consist of bowling, golf, and dances.

The center primarily provides basic treatment of the newly blinded, but it also furnishes remedial treatment for the blinded service man who received rehabilitation in the Armed Forces and needs further intensive medical help.

Here is what one veteran said of the training:

"Fear can destroy a man a little at a time. Fear of movement and fear to do ordinary things can injure his mental and physical health. After 16 weeks at the center, you lose that fear, and this is away above my expectations. The training is more protection for a blind man than a tank is for a soldier."

1958 NEPH BILLBOARD PROMOTION



July 1958



Now available for AUGUST display -- a new 24-sheet poster design with a message for every employer and employee.

"When people come to us for jobs, we in General Motors are interested in what they can do, and much less in what they cannot do."

Harlow H. Curtice, President, General Motors Corporation

This quote is typical of the awareness today on the part of enlightened management of the real abilities that the physically handicapped have to offer, and of the important role that they have in the modern day labor force. That employing the physically handicapped is good business has been established again and again in the widest variety of businesses. The thousands of handicapped persons now at work have developed an impressive record of punctuality, stability and productivity.

However, in order to keep pace with those that are being rehabilitated through the State-Federal program, we must continue to place over 250,000 disabled persons annually. To do this, it is necessary that not only employers but also employees be urged to discard old misconceptions as to the skills and capabilities of the handicapped. Much remains to be done in this field of education and enlightenment.

Because the effectiveness of outdoor advertising has already been proven in this effort, the President's Committee on Employment of the Physically Handicapped has again made a special request for its support. The Council has, therefore, included EMPLOYMENT OF THE PHYSICALLY HANDICAPPED in its outdoor advertising program by planning a 24-sheet poster design to gain the consideration and understanding of employers as well as employees for your Industry's AUGUST display. We sincerely hope that if you have not already ordered your posters, you will write the OAAA for them today.

"Through The Advertising Council, American business supports more causes, solves more problems, and serves more people than is possible through any other single institution." Charles E. Wilson

Maas Completes Mission With Trip to Alaska

IN 1954 when Maj. Gen. Melvin J. Maas, USMCR Ret., accepted President Eisenhower's urgent invitation to become Chairman of the President's Committee, he set himself the goal of personally visiting and meeting with the Governors' Committees of each of the 48 States and 5 Territories. Last July he achieved this goal when he and Tom Greening of the President's Committee staff visited Ketchikan, Juneau, Fairbanks, and Anchorage, Alaska, at the invitation of former Gov. Michael L. Stepovich.

Meets With Mayor Winston

After some delay because of the weather, General Maas and Mr. Greening arrived in Ketchikan 5 hours behind schedule, where Keith Wildes, Executive Secretary of the Alaska Governor's Committee, met them. A meeting was arranged with Mayor J. E. Winston to discuss the possibility of organizing a Mayor's Committee. At noon General Maas addressed a joint meeting of the members of the Ketchikan Chamber of Commerce and Rotary Club. After lunch a press and radio conference was held.

In Juneau on July 21, Mrs. Michael Stepovich was hostess to the General and Mr. Greening at a dinner in the Governor's House. On Tuesday, July 22, General Maas and Mr. Greening met with the Alaska Governor's Committee and Acting Governor Waino Hendrickson and discussed the Presi-

dent's Committee and Governors' Committee program. At noon General Maas addressed the Juneau Rotary Club.

In the afternoon General Maas and Mr. Greening met with Mayor Mallory MacSpadden of Juneau and then flew on to Fairbanks for a meeting with Mayor Robert Haggland and a luncheon talk before a joint meeting of the Lions Clubs.

In Anchorage, Governor Stepovich took time out from a business meeting to meet General Maas in order to discuss Alaska's program. On Thursday morning, meetings were held with Mayor Anton Anderson and City Manager George Shannon. At noon General Maas and Mr. Greening attended another joint luncheon of the Lions Clubs in the Greater Anchorage area. After a short trip with the Territorial police to the Anchorage Airport, the long 16½-hour flight back to Washington, D. C., was made without any mishap.

Speaks In Seattle

Prior to their visit to Alaska, General Maas and Mr. Greening attended the Blinded Veterans Association Convention in Seattle, Wash., where Mr. Greening participated in an employment panel and General Maas was principal speaker at a Washington Governor's Committee luncheon and the annual luncheon at the Blinded Veterans Convention.

NEPH Sign Dominates D. C. Area Skyline

ON the front cover of this issue of *Performance* magazine, are shown representatives of the Arlington, Va., NEPH Committee on a catwalk, 4 stories above the ground, looking over one of the 14-foot high letters in the block-long NEPH sign on the Hecht Company store in Arlington, Va. The sign was up for display during the entire month of July and at night could be read by motorists as far away as Falls Church, Seven Corners, and other outlying Virginia communities. Each letter in the sign is the approximate size of one of the NEPH Billboards. Each of these letters was specially made for the Hecht Company by a tent and awning firm. The front cover picture shows Everis L. Forsyth, display manager for the Hecht store. Behind him are Harry E. Hinken, Chairman of the Arlington Committee, and Mitchell Shaulis, NEPH Secretary.



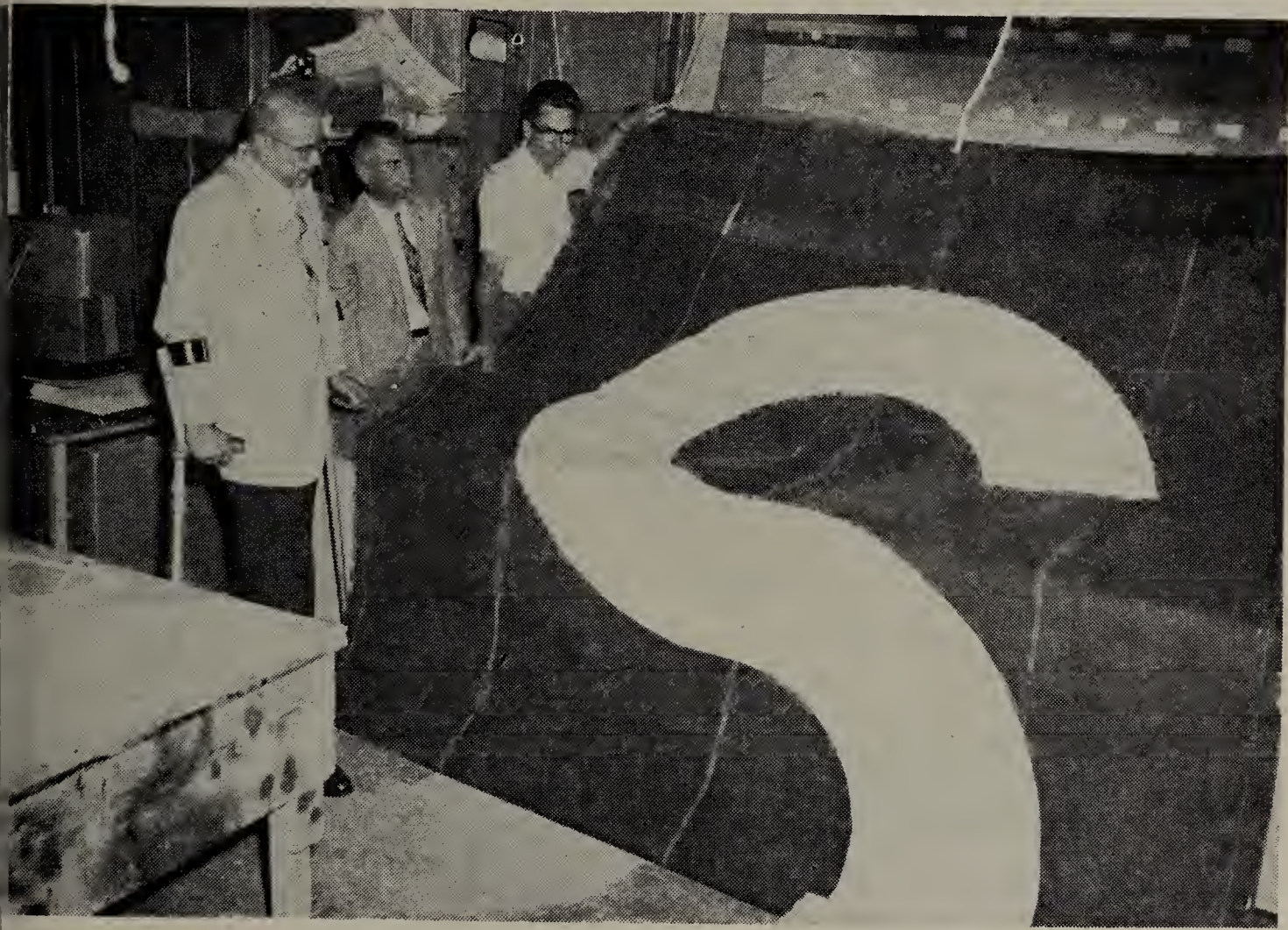
Everis L. Forsyth, display manager for the Hecht Company, demonstrates how 35 letters were used to make the gigantic NEPH sign at the Arlington store. In the background are (left) Mitchell Shaulis and (right) Carroll M. Early.



A President's Committee Citation is presented to Milton P. Schlesinger, Vice President of the Hecht Company and General Manager of the Arlington store. Making the presentation is K. Vernon Banta, Deputy Executive Secretary of the President's Committee. Others are: (left to right) Mitchell Shaulis, Secretary, Arlington NEPH Committee; Carroll M. Early, Manager, Arlington office of the Virginia State Employment Service; and (far right) Harry E. Hinken, Washington, D. C., insurance broker and Chairman of the Arlington NEPH Committee.



The artwork for this sign on the Hecht Company Arlington store was adapted from a poster by Warren Neal, Dobbins Vocational School, Philadelphia, Pa., which won second prize in the annual Pennsylvania Governor's Committee poster contest in 1957. The letters are white on a blue background. Shown in the display artwork is an arm amputee laboratory technician who appears in contrasting colors of red and black.



Representatives of the Arlington, Va., NEPH Committee in the basement sign workshop of the Hecht Company inspecting one of the letters for the NEPH sign. In the foreground is Harry E. Hinken. Supporting the letter "S" is Everis L. Forsyth. In the middle is Mitchell Shaulis.

Latin American Countries Hear Handicapped Message

THERE is no job that some handicapped person cannot do," declared William P. McCahill, Executive Secretary of the President's Committee on Employment of the Physically Handicapped and Assistant to the Chairman, Committee for the Handicapped People-to-People Program, when speaking on "Capable Manpower" before the Chamber of Commerce of the Americas at the convention in Miami, Fla., early this summer.

The Committee for the Handicapped, as an international extension of the President's Committee, recognizes that the United States has a moral obligation to stimulate interest in developing the resources of disabled persons to the point of gainful and useful living and to emphasize our belief that the handicapped person is entitled to the same full human rights as the able-bodied throughout the world—rights demonstrated by performance.

As a spokesman for both Committees, Mr. McCahill welcomed the opportunity to speak to delegates of the Chambers of Commerce of the Americas representing their countries at the convention. Addressing the group in Spanish, he asked them to "return home and lead the battle for equal rights in employment for the handicapped on a voluntary basis" by stressing the success encountered in the United States by the education campaign waged by the President's Committee in the last 10 years.

Mr. McCahill stated that, after the

initial education period had passed, "... employers (in the United States) were so well pleased with performance, that the civilian handicapped found more and more doors opened to them." The proven abilities of the handicapped in America "... also provided the President's Committee with its two slogans 'It's Good Business to Hire the Handicapped' and 'Ability Counts, Not Disability.' These slogans were not coined on Madison Avenue, where so many advertising ideas are born, but in the shops and laboratories of our industries and professions.

No Handicap In Employment

"As a matter of actual fact, in American industry today, it is becoming increasingly more difficult to identify the handicapped in the work force. Many corporation executives tell us they have no way of estimating the percentage of handicapped in their work force because once the worker is satisfactorily on the job he ceases to be handicapped in an employment sense." Mr. McCahill continued with a quote from the National Association of Manufacturers Policy Statement adopted by its Board in 1952.

"Employers know from experience that the handicapped individual when matched to the requirements of the job, is no longer handicapped."

Mr. McCahill said, "We welcome the leadership of the Chamber of Commerce of the Americas in this impor-

(Continued on p. 10)

State Poster Contests Help Program

ON pages six and seven of this issue of *PERFORMANCE* is a story about the artwork submitted by Warren Neal, winner in the Pennsylvania Poster Contest sponsored annually by the Governor's Committee. This was adapted to create a display more than three stories high and a block long at the Hecht Company store in Arlington, Va.

In last month's issue of the magazine was a picture of the 1958 billboard which was seen across the country dur-

ing August. This idea was adapted from a prize poster in the contest sponsored by the New Jersey Governor's Committee. It was submitted in the contest by Welling Wedemeyer, a student at the William L. Dickinson High School, Jersey City, N. J.

The first billboard in 1956 was the idea of the Maryland Governor's Committee but it too was the brain child of a student—Richard H. Gettier, Maryland Institute in Baltimore.



Each year the Enoch Pratt Library in Baltimore displays the winning posters at its main branch in Baltimore. These were the prize winners in the 1958 contest sponsored annually by the Governor's Committee. The winners received their checks at a ceremony in Baltimore at which Gov. Theodore R. McKeldin and Maj. Gen. Melvin J. Maas, Chairman of the President's Committee, awarded prizes to essay and poster contest winners.

Latin American

(Continued from p. 8)

tant work of creating a climate in which the handicapped can seek and find employment suited to their capabilities, for we are firmly convinced that one of the surest ways to world brotherhood and real people-to-people partnership is through a greater international understanding of the essential dignity of the individual.

"It is in the area of opinions, of thoughts and of attitudes that this battle for equality of employment opportunity must be won. You are the natural leaders in this battle. You are the men who will be making and carrying out policies in your countries in the days ahead.

"I thus suggest that you bring this great humanitarian problem to the closer attention of your government, religious, and civic leaders and to your associates in the professions and industries so that all over the world employers will voluntarily hire capable manpower from the ranks of those among us who have been 'signed with the seal of Calvary.'"

Mr. McCahill concluded that it is up to each of us to hasten the day around the world when everyone, regardless of handicap, can make his or her contributions to the capable manpower of our world.

Public Personnel Award

(Continued from p. 2)

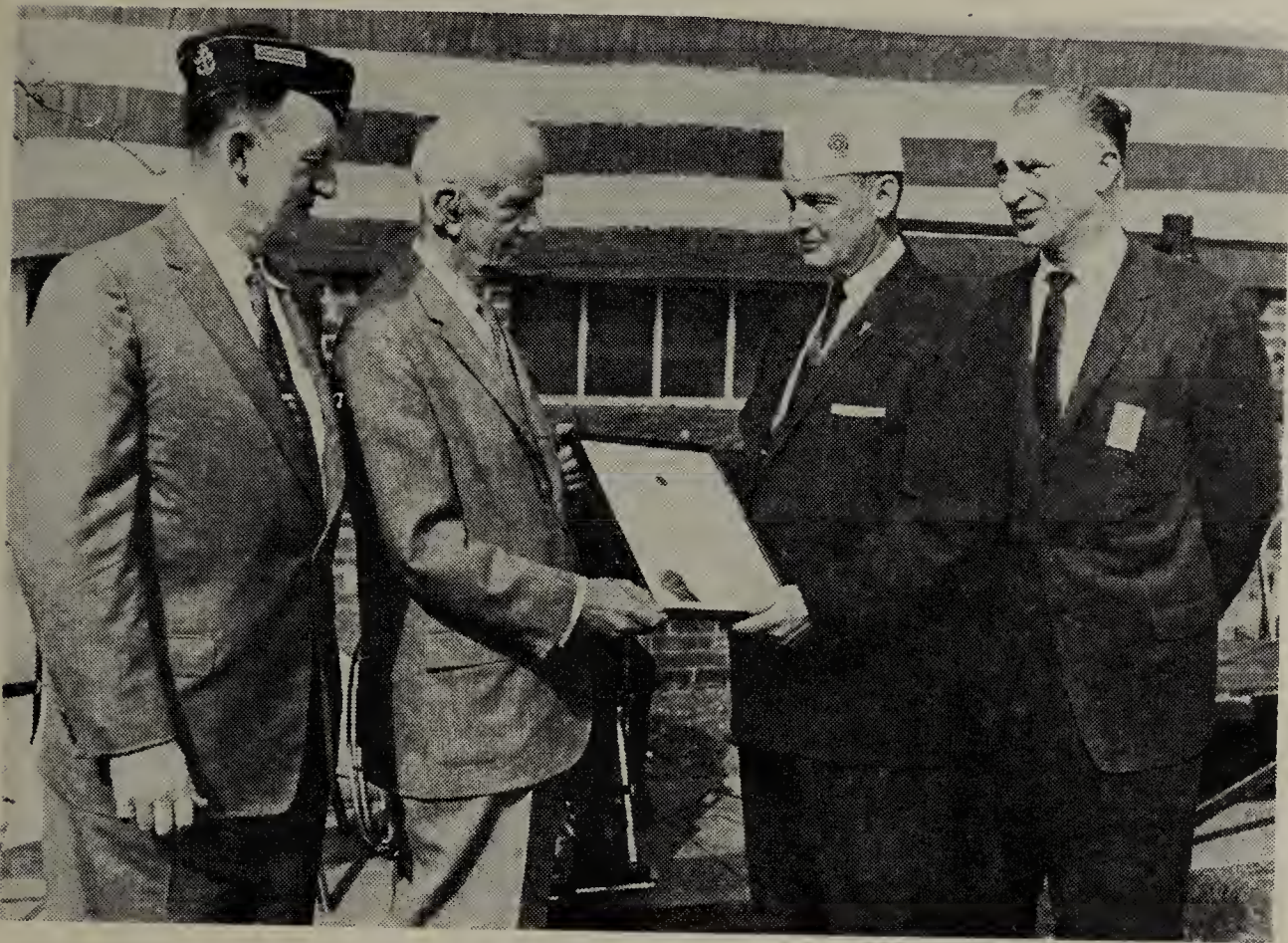
When he was elected Mayor, the Mayor's Committee for the Employment of the Handicapped was already in operation. He made the transition with ease, and his sincere interest in the work of the committee lent considerable encouragement to its members. He has given most liberally of the services of his office and staff time to carry out projects and promotional activities. Mayor Rosenblatt has also given personally of his own time to attend conferences and appear as the government's representative at public affairs sponsored by the committee. Personally, or by direction, he has always given to the handicapped every chance possible.

Appropriate presentation ceremonies of the Public Personnel Award to Mayor Rosenblatt are scheduled for a later date.

Nominations for next year's Public Personnel Award are now being received by the President's Committee. Recommendations are made through local and Governors' Committees on Employment of the Handicapped where the appropriate forms are obtainable. The final selection is made by a national panel of three prominent persons in fields related to the President's Committee's Program.

NEPH WEEK 1958—OCTOBER 5-11

O'Connell Helps Legion Honor N. J. Employer of Handicapped



Under Secretary of Labor, James T. O'Connell was among the many honored guests on hand for awarding of the American Legion, Department of New Jersey, Certificate of Appreciation, which this year went to the Leslie Company of Lyndhurst, N. J.

Shown above, center, are S. Inglis Leslie, Chairman of the Board of the Leslie Company, Lyndhurst, N. J., receiving the Citation from Department Commander Warren R. Davies. The award goes annually to the employer in the State whose record for employing disabled veterans is most outstanding. Watching left, is James Nolan, Commander of the Barrington-Walker Post 139, Lyndhurst, and right, Under Secretary O'Connell.

In accepting the award Mr. Leslie said, "The Leslie Company believes that one test of a good employee is the strong desire and the achievement of that desire to provide his employer with the most that he can reasonably be expected to produce. We believe that a physically handicapped employee has the same desire and usually achieves the same result as an able-bodied worker.

"Each employee should utilize whatever skills he may possess so as to become a constructive and useful factor in his employment, his community, and his nation. Effective citizenship need not be limited by a physical handicap and our employees are meeting this test at home and at work."

Rehabilitation of Handicapped Women

NEARLY 90,000 women have been rehabilitated through the State-Federal partnership program of vocational rehabilitation in the past 4 years. More than a third of all persons rehabilitated through this program are women. These and other aspects of the rehabilitation program affecting women—as wage earners, as homemakers, as students interested in a career, or as members of community organizations—are brought together for the first time in a new pamphlet, “Help for Handicapped Women,” published by the Department of Labor’s Women’s Bureau in cooperation with the Office of Vocational Rehabilitation of the Department of Health, Education, and Welfare.

Maas Praises Book

Maj. Gen. Melvin J. Maas, USMCR Ret., Chairman of the President’s Committee, praised the new book highly: “To my knowledge this is the first time that a publication has been prepared specifically to deal with the problems of handicapped women. Our Magazine Subcommittee held a special meeting in New York to assist in publicizing this new book, because we think it is a landmark in our program.”

Many handicapped women are able, as a result of vocational rehabilitation, to enter occupations where there is a chronic shortage of trained workers, the pamphlet points out. For example, more than 1,000 of the 23,000 women rehabilitated in 1956 were professional

or technical workers. They included 623 teachers, 182 nurses, 94 social workers, 23 accountants, 8 scientists, and 6 physicians and surgeons; also 167 laboratory technicians and assistants, and 51 commercial artists and draftsmen.

The clerical field—largest occupational group for all women—drew nearly 5,000 of the women rehabilitated in 1956. Among these were 1,232 stenographers and typists, 1,062 general office workers, 814 secretaries, 544 bookkeepers and 30 bookkeeping machine operators, 251 office machine operators (other than bookkeeping) and 169 telephone operators.

About one-eighth of the women rehabilitated were paid household workers.

A total of 2,363 women were in personal service occupations. Those employed in hotels, restaurants, etc., included waitresses, kitchen workers, maids, cooks, housekeepers, stewardesses, and hostesses. Those in hospitals included nurse aides, practical nurses, etc., and attendants. Also in this group were beauticians and manicurists and keepers of boarding and lodging houses.

Over 900 of the women rehabilitated were skilled workers—half of them dressmakers and seamstresses. Other women classed as skilled workers were 37 weavers and 70 other textile workers, 56 employed in the manufacture of television, radios, and other electrical equipment, 23 in machine-shop and metalworking occupations, and 31 in photographic process occupations.

Training in switchboard operation has provided ready employment for disabled women. Here, Frieda, her crutches parked within reach, operates a switchboard with smiling competence.



Over 1500 of the women were semi-skilled workers and over 100 were employed in sheltered workshops (skilled and semiskilled workers). About 700 were in sales occupations.

More than 500 women were in agricultural occupations. Over 200 women were working as managers or officials (exclusive of farm managers). They included operators of vending stands, managers, department heads, and floor-men in retail stores.

About 70 percent of all handicapped women rehabilitated through this State-Federal program become wage earners. Most of the others are homemakers, responsible for the care of their own homes and children. One special study of 100 handicapped mothers is described in the pamphlet, with photographs showing how "wheelchair mothers" can bathe, feed, and dress their babies, and how attractive, easy-to-button garments can simplify the problem of clothing for the 3- and 4-year-olds.

For career-minded women, the pam-

phlet furnishes information on several specialties closely identified with rehabilitation, such as rehabilitation counseling, homemaker counseling, and prosthetics; also on the role played in rehabilitation by the doctor, nurse, social worker, psychologist, occupational therapist, physical therapist, and speech or hearing therapist.

In most of these professions, the demand for workers trained in rehabilitation principles and methods is so great, that traineeship awards for graduate study are offered through educational institutions receiving grants from the Office of Vocational Rehabilitation. Information on the traineeship program, and addresses of State vocational rehabilitation agencies to which individuals seeking vocational rehabilitation may apply for assistance, are available from the Office of Vocational Rehabilitation.

Copies of the pamphlet, *HELP FOR HANDICAPPED WOMEN*, may be purchased from the Government Printing Office at 40 cents a copy.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D. C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

One-Handed Flagpole Painter Has Brush, Will Travel

A ONE-HANDED painter with a fine philosophy of life shinnied up and down the five flagpoles at West Virginia's State capitol buildings applying fresh coats of aluminum paint.

He is Jesse Mattox, 42, of Huntington, who lost his right hand and part of the forearm in a blasting accident 10 years ago.

Mattox said he only took up painting flagpoles and smokestacks after losing the hand.

"I did it because the general public wouldn't give me a chance to work at anything else."

The West Virginia Division of Vocational Rehabilitation outfitted Mattox with an artificial hand, which he uses to drive an automobile and paint smokestacks. He doesn't wear it to paint flagpoles. He uses three ropes when painting poles.

Mattox brings his own paint and what with traveling costs, he says his profit margin is not very big. After the job here, he planned to take off for Lansing to repaint the poles on the Michigan statehouse.

Asked if he was interested in a bit of free advertising, Mattox grinned and said: "You can just say I have brush, will travel."

Reprinted from Charleston (W. Va.) *Gazette*

"Perf" Mailbag

Dear Sirs:

You may recall that PERFORMANCE magazine played "cupid" for Angela and me about 2 years ago. We thought you would like to know that sometime around Christmas time, we will become the proud parents of our first child.

We also thought that you might be interested in knowing that we have started a shoe exchange for amputees who do not wear artificial limbs. The whole idea is very simple: We have a little card file, and when we hear of an amputee, we write down his or her size,

heel height preference and age, and when we find another person with similar requirements except for the other foot, we tell them about each other. It is completely free, of course, and we do not handle the shoes themselves, just the names and the cards. It has been fun, and we hope that we can do some good as well as find Angela a shoe-mate. . . .

With our very best regards, as ever,
Dr. and Mrs. Richard E. Wainerdi
1115 Langford
College Station, Tex.

331.8605

PER

Performance

THE STORY OF THE HANDICAPPED



OMAHA MAYOR HONORED

The President's Committee on Employment
of the Physically Handicapped

OCTOBER 1958

THE LIBRARY OF THE
OCT 22 1958
UNIVERSITY OF ILLINOIS



Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of The President's Committee on Employment
of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Earl Bunting, Gordon M. Freeman
Vice Chairmen

William P. McCahill
Executive Secretary

Vol. IX, No. 4

October 1958

Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

Contents

Cover Photo: (Left to right): Gen. Maxwell D. Taylor, Chief of Staff, United States Army;
Chairman Melvin J. Maas; and Mayor John Rosenblatt. See story on p. 13.

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Photo Credits: U. S. Army; Hughes Aircraft; U. S. Department of Labor; and
Norman Rockwell.

Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce,
Labor, and Health, Education, and Welfare; the Attorney General, the
Postmaster General, the Administrator of Veterans Affairs, the Chairman
of the Civil Service Commission, and the Director of the Office of Civil and
Defense Mobilization.

Printing of this publication approved by Di-
rector, Bureau of the Budget, June 21, 1956.

NEPH Staff Tours Nation for Handicapped

“NATIONAL Employ the Physically Handicapped Week,” October 5-11, and the 2 weeks preceding found officials of the President's Committee covering a large portion of the United States to meet with Governors' and community committees and to participate in television and radio programs.

Maj. Gen. Melvin J. Maas, USMCR Ret., Chairman of the President's Committee, traveling by air, visited Norfolk, Va., Cleveland, Ohio, and Tyronza, Ark., in one portion of his NEPH Week activities. On another swing, he met with Governors' and community committee groups in New Orleans, La.; Columbia, S. C.; Asheville, N. C. (NRA Convention) and Dallas and Fort Worth, Tex. His itinerary also included a visit to Governors' Committee meetings at Wilmington, Del., and Harrisburg, Pa., on September 10.

Vice Chairman Earl Bunting was scheduled to address groups in Providence, R. I., and Boston, Mass. Harry Lyons, Director, Legal and Legislative Department, United Cerebral Palsy, assisted the Committee by addressing the Portland (Maine) Lions Club.

Dr. Ross T McIntire, former Committee Chairman and now Executive Director of the International College of Surgeons with headquarters in Chicago, Ill., made his traditional swing through the country urging employers to provide greater work opportunity for handicapped men and women. On August 22 he addressed a highly suc-

cessful meeting of the Governor's Committee in Reno, Nev., at which Gov. Charles H. Russell also spoke. During September and October Admiral McIntire was scheduled to make talks in Billings, Mont.; San Antonio, Tex.; Louisville, Ky.; Chattanooga and Nashville, Tenn.; and Syracuse, N. Y.

Executive Secretary William P. McCahill visited Des Moines, Iowa; Lincoln and Fremont, Nebr. and Sioux Falls and Aberdeen, S. Dak. His itinerary also included Grand Forks and Fargo, N. Dak.; Milwaukee and Madison, Wis.; and Chicago, Ill., where he chaired a panel at the Interstate Conference of Employment Security Agencies.

First stop for Deputy Executive Secretary K. Vernon Banta was Evansville, Ind., for a radio-TV program and address at a local committee luncheon. Mr. Banta then visited Indianapolis, Ind.; Lansing, Mich.; Casper, Wyo.; Salt Lake City, Utah; Reno, Nev.; Los Angeles, Calif.; and San Francisco, Calif. In Portland, Oreg., Mr. Banta addressed the State Committee annual luncheon and in Spokane, Wash., he spoke at a local committee luncheon. In Seattle and Olympia, Wash., Mr. Banta participated in an exposition and annual meeting program of the Governor's Committee, and in Couer d'Alene, Idaho, he addressed the State Committee and local groups.

In the latter part of September, Vincent P. Hippolitus, Director of

Field Operations, met with committees from Oklahoma City, Okla.; Austin and Dallas, Tex.; Albuquerque, N. Mex.; and Little Rock and Tyronza, Ark. During the week of October 5-11, Mr. Hippolitus, visited Baton Rouge, La., and Topeka, Kans.

Thomas R. Greening, Liaison Officer, visited Wilmington, Del., Harrisburg and Pottsville, Pa.; New York City; Atlantic City, N. J.; Baltimore, Md.; Lynchburg, Richmond, and Portsmouth, Va.; Raleigh, Greensboro, and High Point, N. C.; and Charleston, W. Va.

Preceding NEPH Week, Lawrence T. Burdick, Assistant Director of Information, visited Columbia, S. C., Atlanta, Ga.; and Miami, Fla. During NEPH Week, Mr. Burdick also visited Montgomery, Ala., Jackson, Miss., and Memphis, Tenn.

Mr. Edward L. Omohundro, Chief of the Veterans Employment Service, visited three States on behalf of the President's Committee during the NEPH Week period. Mr. Omohundro addressed groups in Arizona, Colorado, and Utah.

Hundreds of additional cities, towns, and villages conducted NEPH Week observances all over the Nation.

It is considered highly probable that observance of NEPH Week by the Nation's television and radio stations as well as the press and magazines broke all records this year. The widespread support of the billboard industry through the cooperation of the Advertising Council was covered in an article in the September issue of *PERFORMANCE*.

Greater emphasis was placed, during NEPH Week 1958, on the role of the

physicians in the placements of handicapped workers. The Medical Committee of the President's Committee is urging all State and local committees to acquaint practicing physicians with the importance of judging a man or woman on the basis of his or her abilities rather than disabilities.

In a recent communication to National and State Organizations of Medical Interest, Dr. Edward C. Holmblad, Chairman of the Medical Committee, said in part:

"There is no doubt that examining physicians are the backbone of the program for employment of the physically handicapped. The nature of the problem unquestionably requires that physicians throughout the Nation concern themselves with the program of selective placement of the physically handicapped and assist the various rehabilitation and placement agencies in obtaining the realistic medical evaluations they need in order to match such workers with jobs.

"It is our hope that through the special work of the Medical Committee we can gain the understanding of all examining physicians in treating the pre-employment physical examination as a device for placing the handicapped in suitable jobs and not as a means for rejecting them because of physical irregularities.

"We hope that you and your Association will do everything possible to assist the President's Committee and its Medical Committee in the attainment of this objective. We'd be glad to supply appropriate speakers for any meetings you may arrange on the subject of employment for the physically handicapped."

Film on Handicapped Employment Premiered in Washington



The star of "Employees Only."
A post-polio—started as a clerk
in the Credit Union and recently
was promoted to Supervisor.

"EMPLOYEES ONLY," a new film produced for the President's Committee and the official film of the 1958 "National Employ the Physically Handicapped Week," had its premiere showing Friday afternoon, September 19, at the Motion Picture Association auditorium, Washington, D. C.

Maj. Gen. Melvin J. Maas, Chairman of the President's Committee, said the purpose of the film was to promote employment of the handicapped by showing how hundreds of handicapped men and women now working in industry have been a profitable investment for their employers.

"This is an unusual film of compelling interest to employers because it answers their doubts and questions with facts," General Maas said. "It affords them visual proof how en-

lightened industrial managers, plant foremen, and sympathetic fellow workers are helping handicapped men and women at Hughes to turn out a good day's work.

"It is a picture we are proud to show, because behind its thrilling and inspiring story is a badly needed message. Right now in this country there are over 2 million handicapped men and women who could work if given the opportunity. Employment of these people would profit employers and at the same time would lighten the load on the community and add huge resources of manpower to the Nation."

In addition to press representatives, those who attended the showing were representatives of management and labor, Federal officials, national commanders of the major veterans organi-

(Continued on p. 10)

BY THE PRESIDENT OF THE UNITED STATES OF AMERICA

A PROCLAMATION

WHEREAS with respect for the God-given dignity of each individual and in keeping with the American tradition of helping others to help themselves, we appreciate the importance of useful employment; and

WHEREAS our physically handicapped citizens want to make their maximum contribution to the strength of our land and they have proved their ability as skilled and productive workers; and

WHEREAS the continued development of our country requires an ever-enlarging effort by all our people: both able-bodied and physically handicapped; and

WHEREAS the Congress, by a joint resolution approved August 11, 1945 (59 Stat. 530), has designated the first week in October of each year as National Employ the Physically Handicapped Week, and has requested the President to issue a proclamation each year calling for the observance of that week:

NOW, THEREFORE, I, DWIGHT D. EISENHOWER, President of the United States of America, do call upon the people of our Nation to observe the week beginning October 5, 1958, as National Employ the Physically Handicapped Week.

I also call upon the Governors of States, mayors of municipalities, Federal and other public officials, leaders of industry and labor, and members of all concerned organizations to take part in this observance. I particularly urge all employers to give the physically handicapped equal consideration for retention in their jobs as well as for employment, and I request our citizens to remember, throughout the year, that by their interest and assistance many handicapped persons can achieve economic independence and active participation in the total life of the national community.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the Seal of the United States of America to be affixed.

DONE at the City of Washington this twentieth day of August in the year of our Lord nineteen hundred and fifty-eight, and of the Independence of the United States of America the one hundred and eighty-third.



Dwight D. Eisenhower

By the President:

CHRISTIAN A. HERTER,
Acting Secretary of State.

NAM President Backs 1958 NEPH Week Program

MILTON C. LIGHTNER, President of the National Association of Manufacturers, has issued a public statement to all NAM members asking their support of NEPH Week.

Mr. Lightner's action is consistent with NAM's policy throughout the 13 years since NEPH Week was established. Every succeeding president of NAM has wholeheartedly supported the national program to provide job opportunity for the physically handicapped.

Mr. Lightner's message follows:

"The Proclamation of the President of the United States setting aside the week of October 5-11 as 'National Employ the Physically Handicapped Week' gives industry still another opportunity to renew its pledge to promote ever increasing employment opportunities for the handicapped. This new pledge stands as a challenge to industrial management and to the outstanding record of progress it has made in the past 15 years in providing jobs for the impaired.

"The performance of the disabled—

when properly placed in jobs for which they are fitted—not only justifies the confidence management has placed in them, but has resulted in employees who constitute a valuable asset to industry. Today, physically impaired individuals compete successfully with the able bodied in the workplaces of the Nation and ask no special favors. It is surely, therefore, good business to place them in gainful employment.

"In the United States where every individual merits an opportunity, it is good to see the extent to which handicapped people have made a real productive contribution to the American economy. Nor can we minimize the morale boost when the handicapped individual takes his proper place in his community as a self-sustaining individual.

"Knowing that you feel as I do about this problem, I strongly urge that you use 'National Employ the Physically Handicapped Week' (October 5-11) to survey your plants and offices for additional job opportunities for the physically handicapped."

Big Television Advertisers Back NEPH Week

Several of the biggest television and radio advertisers in the Nation are giving special support to NEPH Week observances.

The Bulova Watch Co. requested several 10-second announcements for use on the Chet Huntley-David Brinkley television newscast which goes out over 117 stations. The Voice of Fire-

stone also made a special announcement noting the observance of NEPH Week.

The Dodge Division of Chrysler Motors gave additional support with an announcement on the Lawrence Welk television show heard by millions of listeners.

1958-59 Regional Meetings Being Planned



Representatives of government agencies planning regional meetings are: (*Standing, left to right*) John Lukens, Department of Commerce; Lawrence T. Burdick, Thomas R. Greening, and Vincent P. Hippolitus, President's Committee; Dr. John A. Dattoli, U. S. Civil Service Commission; K. Vernon Banta, President's Committee; Dr. Clyde Gleason, Bureau of Employment Security; (*Seated, left to right*) Elmer H. Jebo, Veterans Employment Service; Bernard Posner, Veterans Administration; Mrs. Fatimah Musa, Director of Program for the Handicapped, Malaya; William P. McCahill, President's Committee; J. R. Dean, Office of Vocational Rehabilitation; Dr. Charles P. Waite, Civil Service Commission.

FOUR Regional Meetings are being organized for the remainder of 1958 and the spring of 1959.

This is a continuance of the Regional Meeting program conducted by the President's Committee for the past 5 years. Regional meetings make it possible for adjacent Governors' Committees to meet and discuss mutual problems and to hear the latest information on the national program from President's Committee representatives of Washington.

The four meetings being planned are: southeastern States, Montgomery, Ala., November 13-14, 1958; north-central States, Indianapolis, Ind., November 20, 1958; southwestern States, Dallas, Tex., April 9-10, 1959; eastern-seaboard States, (tentative) May

20-21, 1959, Atlantic City, N. J.

It is planned that during the first day of each of these meetings there will be an informal "shirt sleeve" session in which Governors' Committee Chairmen and Secretaries may review privately problems related to their State programs.

Plans for the four meetings were coordinated at a meeting in the President's Committee's offices, September 4. Agencies represented at the meeting were: United States Departments of Commerce, Labor, and Health, Education, and Welfare; Veterans Administration; and United States Civil Service Commission. Also present was a guest, Mrs. Fatimah Musa, of Malaya, who is in America studying rehabilitation and employment of the handicapped.

President's Committee Presents Program To Major Veterans Organizations

PRESIDENT'S Committee Chairman Melvin J. Maas was the featured speaker at the Catholic War Veterans Annual Convention banquet in Washington, D. C. . He stressed the importance of the dignity of the individual and said that in dealing with our handicapped citizens, America is showing her true genius for brotherliness to the whole world. He called for more understanding and cooperation, stating that "wars result from fear and misunderstanding and you cannot fear nor misunderstand a good neighbor who extends the helping hand to the handicapped peoples of the world." Mr. Hippolitus and Mr. McCahill officially represented the Committee at CWV sessions. A resolution calling for increased employment of disabled veterans and all handicapped persons was adopted by the Convention.

K. Vernon Banta, Deputy Executive Secretary, attended the National Convention of the Veterans of Foreign Wars, New York City, August 15-20. In reviewing the program of the President's Committee for the State Service Officers of the VFW and delegates, Mr. Banta thanked the VFW State and Post Officers and members who supported and participated in the State and community programs, and invited others to take active parts in breaking down the barriers to employment of disabled veterans and other handicapped persons. Those present showed sincere interest in the work and passed a resolution supporting the President's Committee and inviting all members and

officers—national, State, and post—to support the program.

Vincent P. Hippolitus, Director of Field Operations, attended the American Legion National Convention in Chicago, Ill., September 1-4. He represented the President's Committee, and as an invited guest spoke to the Executive Section of the National Economic Commission, The American Legion, at the Morrison Hotel. Mr. Hippolitus built his remarks around three good reasons why the Nation's employers are hiring the physically handicapped: (1) It satisfies a moral obligation to meet the social needs of our time, (2) experienced employers know that it is good business to hire the handicapped, and (3) productive ability is our future security, and enlightened employers fully realize that forthcoming demands for manpower make it necessary to give every consideration to the skills and abilities possessed by the handicapped in the Nation's labor force.

Thomas R. Greening, Liaison Officer, and Secretary to Disabled Veterans Committee, met with the Employment Committee of the 34th Annual Disabled American Veterans National Convention in Louisville, Ky., and thanked them for their financial support of the Essay Contest. Mr. Greening also asked for their active support on Mayors' and Governors' Committees in carrying on the educational and promotional contacts with employers in urging them to hire disabled veterans. The Convention passed a resolution

(Continued on p. 13)

Wisconsin Pamphlet Gives

"DO'S AND DON'TS"

for the Handicapped

IN A publication titled, "Job Tips for the Handicapped," published by the Wisconsin State Employment Service, are included a number of very important "Do's and Don'ts" for handicapped job hunters. Highlights of the leaflet are as follows:

DO

Learn about the firm and its products before applying.

Apply in person—go alone.

Be on time for appointments.

Look presentable—clean and well groomed.

Apply for specific kind of work.

Stress your experience, training, and skills (include military).

Briefly explain your physical limitations—when asked.

Speak with confidence—give honest answers.

Make your written application neat, complete, and accurate.

Give references when requested.

Listen respectfully to employer's comments or advice.

Thank employer when leaving.

DON'T

Mumble your name, fidget, or slouch.

Apologize for lack of experience.

Dwell on your disability.

Plead your need for work.

Argue with or antagonize employer.

Criticize former employers or associates.

Try too hard to make an impression.

Misrepresent facts; don't bluff.

Conceal your disability.

Talk too much.

Assume employer owes you a job.

Be discouraged if first interview fails.

WHEN YOU'RE HIRED

Be punctual and conscientious.

Learn your job duties and perform them well.

Obey company rules and regulations.

Cooperate with supervisors and fellow workers.

Don't expect special privileges because of your handicap.

Don't quit your job except for excellent reason.

Remember—another job may be hard to find.

Your successful performance on the job may make it easier for other disabled job seekers.

Loretta Young Makes Film On Handicapped



LORETTA YOUNG, winsome star of stage, screen, and television, has done a 1-minute film for the handicapped. Out of some 500 requests she selected employment of the handicapped for a film short which she wrote and acted herself. Miss Young has been an ardent supporter of the program of the President's Committee for many years.

Prints for all television stations in the country have been ordered by the President's Committee and will be released through the cooperation of the Veterans Administration.

The film will be viewed by millions and is considered one of the important national contributions to the 1958 effort to encourage employment of the physically handicapped workers in American industry.

Employers Mutuals Bring Handicapped Story to Millions

During NEPH Week, more than 10 million copies of leading nationally distributed magazines carried a special advertisement by Employers Mutuals of Wausau (Wis.) urging employment of the physically handicapped.

The Saturday Evening Post, Time, Newsweek, Business Week, and U. S. News and World Report carried this advertisement.

Employers Mutuals of Wausau has featured advertisements concerning handicapped workers for a number of

years. Their October 1958 ad featured photographs of Maj. Gen. Melvin J. Maas, USMCR Ret., Chairman of the President's Committee, and Ernest Kunz, a disabled combat veteran employed by the Fairchild Aircraft Corp.

Mr. Ben Kuechle, Vice President of the Wausau insurance organization, is a former chairman of the Wisconsin Governor's Committee and an active member of the President's Committee.

"Employees Only"

(Continued from p. 3)



Comptometer operator recently promoted to an accountant. Also types 45 words a minute on a conventional machine.

zations, commanding officers of the several branches of the armed services, and additional persons with an interest in the program.

"Employees Only" was produced by Hughes Aircraft Co. and is narrated by screen actor Bob Cummings who interviews a wide range of employees, all doing outstanding work at Hughes plants. Some are amputees, some are wheelchair victims of polio, others have invisible handicaps such as heart and respiratory conditions.

Mr. Justin Johnson, Chairman of the California Governor's Committee on Employment of the Physically Handicapped and Special Projects' representative for Hughes, said that experience completely dispels the myth that workmen's compensation rates go up if handicapped people are employed.

"We flatly state that a person with

a physical disability is a much better risk than the so-called able-bodied counterpart, provided he is properly screened and placed, and provided the company has an intelligent safety program.

"Our firm has a large complement of its working force with physical disabilities, yet we have no record of a single lost-time accident occurring to any of our handicapped during the past 10 years, nor have we ever had a compensation case under the workmen's compensation injury clause," Johnson said.

Mr. Arthur Motley, Director of the U. S. Employment Service, said that he has advised State Employment Service Directors of the availability of this film and has urged States to secure prints for showings to employers in their areas.

Miss Mary Switzer, Director of the Office of Vocational Rehabilitation, said she is familiar with rehabilitation and employment programs at Hughes Aircraft and is making prints of the film available to State Rehabilitation Agencies. She added that cooperation of employers like Hughes Aircraft in the program for employment of the handicapped is now paying dividends.

Hughes Aircraft has produced 70 prints of the 13-minute, 16-mm., black and white film. During September and October, a well-known New York public relations firm will distribute them to television stations throughout the country. After November 15, prints will be made available on a loan basis to civic and service organizations, veterans groups, and others, through the Chairmen of State Governors' Committees.

JOINT STATEMENT, 1958

By Associate Members

WE, the Associate Members of the President's Committee on Employment of the Physically Handicapped, are committed to the policy that there should be equal opportunity for employment and retention of qualified handicapped workers in Federal departments and agencies.

American tradition and practice holds respect for the dignity of the individual to be inherent to our way of life. By this concept, it is abilities, not disabilities that should be considered in employment of all workers.

We are pleased with progress in this field made not only by Federal agencies, but by all levels of government, both State and local. This is progress of great humanitarian, social, and economic value to the Nation as well as to the individuals concerned.

Signed:

JOHN FOSTER DULLES, *Secretary of State.*

ROBERT B. ANDERSON, *Secretary of the Treasury.*

NEIL H. McELROY, *Secretary of Defense.*

WILLIAM PIERCE ROGERS, *Attorney General.*

ARTHUR E. SUMMERFIELD, *Postmaster General.*

FRED A. SEATON, *Secretary of the Interior.*

EZRA TAFT BENSON, *Secretary of Agriculture.*

SINCLAIR WEEKS, *Secretary of Commerce.*

JAMES P. MITCHELL, *Secretary of Labor.*

ARTHUR S. FLEMMING, *Secretary of Health, Education, and Welfare.*

SUMNER G. WHITTIER, *Administrator of Veterans' Affairs.*

HARRIS ELLSWORTH, *Chairman, Civil Service Commission.*

LEO A. HOEGH, *Director, Office of Civil and Defense Mobilization.*





Guest Editorial

What Is Handicapped?

WALTER D. FULLER
*Former Chairman of the Board
The Curtis Publishing Co.*

EVERYONE has some kind of a handicap—some much more than others, of course. But there are handicaps of mind, of age, of temperament, of application, of education, as well as the physical handicaps.

The successes and accomplishments of some persons with very obvious and serious injuries should cause many of us who are physically well but not too successful to study our own weaknesses and correct them.

There is an old maxim that anyone can make one mistake. Sometimes a second similar mistake is permissible, but after that there is something wrong if the same mistakes continue. This is just as true of physical success and failure. It doesn't pay to just be sorry for oneself and to excuse one's own mistakes. The answer is to fight our troubles, analyze ourselves, and locate our difficulty. Nine times out of 10 the reason is within us, not because of what we regard as our handicap.

Look at the successes of these handicapped people. Bob Allman of Philadelphia at the age of four fell from a freight car and landed on the back of

his head. This fall resulted in total blindness, but Mr. Allman who is now 39 years old has his own law practice and insurance brokerage business. He sincerely feels that the basic attribute of any handicapped person, "if he wishes to be to some degree successful"—is self-confidence. Mr. Allman has told us that "It was a real thrill to be captain of the University of Pennsylvania varsity wrestling team, to receive the Phi Beta Kappa Key, and to be President of the Senior Class in College."

There is Mrs. Grace Cleaves of Falls Church, Va.—a most charming person—a housewife and former switchboard operator. She is a congenital amputee, having been born without arms, and performs most functions normally done by the hands by using her toes as fingers. Mrs. Cleaves doesn't think of herself as being handicapped. She looks upon her disability as "a challenge to use whatever resources available—physical or otherwise—and so show it is even possible to contribute something to others and to live a full and happy life despite any barrier."

There was little hope that a tiny baby, born as was Dr. Irvin F. Hummon, a spastic with paralysis of both arms and legs, would ever lead a normal life—least of all—achieve international recognition. Dr. Hummon is Director of the Department of Radiology at Cook County Hospital, Chicago, Ill.

There are many other such success stories, but the practical accomplishments of these three outstanding personalities—handicapped people?—are a real challenge to all of us to be thankful for our blessings, and to see that those who have physical impairments find a chance to be productively useful.

Veterans (*Cont'd. from p. 7*)

supporting the President's Committee and called on each Chapter and Department to appoint employment committees to work at the national, State, and local levels.

Mr. Greening also attended the 14th Annual AMVETS National Convention in St. Louis, Mo., August 21-22. As an advisor to the National Service Council, he discussed ways and means that AMVETS Posts and Departments could assist the President's Committee and Governors' Committees in carrying their programs to employers. The Council and Convention later adopted a resolution supporting the President's Committee and asked members to give active support to the program.

Mr. Justin Johnson, Chairman of the California Governor's Committee and a member of the President's Committee, addressed the Jewish War Veterans National Convention at Los Angeles, Calif.

Mayor Rosenblatt Honored

JOHAN ROSENBLATT, Mayor of Omaha, Nebr., received the annual Public Personnel Award of the President's Committee at the United States Conference of Mayors held September 13, at the Hotel Fontainebleau, Miami Beach, Fla. The presentation was made by Melvin J. Maas, Chairman of the President's Committee. General Maxwell D. Taylor, Chief of Staff, United States Army, addressed the gathering. (See cover photo.)

Mayor Rosenblatt was selected for the honor because of his encouragement of the employment of physically impaired workers in the Omaha city government. (See PERFORMANCE, September 1958.) He has for years been generous with his own time and that of his staff in furthering the cause of the handicapped in the city government.

The mayor was also responsible for obtaining special parking privileges for handicapped car drivers in Omaha.

Mayor Rosenblatt was selected by a group of judges including Eric Sevareid, CBS news commentator; Edward Cushman, chairman of the Public Service Committee of the President's Committee and vice president of American Motors; and Arnold Zander, President of the American Federation of State, County, and Municipal Employees, AFL-CIO.

The winner of the 1956 award was Professor Timothy Nugent, supervisor of the University of Illinois Student Rehabilitation Center, Champaign, Ill.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D. C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

Drivers Urged to Cut Disability Toll

A WARNING to motorists that there is no open season on school children at any time of the year and especially not in early September when youngsters are off their guard traffic-wise after a long summer vacation, was made by Maj. Gen. Melvin J. Maas, Chairman of the President's Committee.

General Maas coupled his school-opening message with a prediction that the 3-day toll of car accidents over the Labor Day weekend would disable 1,200 men, women, and children for life. He estimated that during the next 12 months, automobile accidents will produce a national total of 110,000 permanent physical impairments in the United States.

Maas feels that there has been too

much emphasis on the highway death toll and not enough on the physical disabilities which result from car accidents.

"Our highway safety information programs should point out to drivers that they or their families or their pedestrian victims may not be lucky enough to die right away. The chances are about 3 to 1 that instead of being killed outright, the victims will be permanently crippled and become lifelong burdens to their families and to the community.

"I've had a lot of time to think about this," said Maas, who is blind. "Nobody really believes he is going to die. They think, 'If my number's up, it's up.' Sometimes death can be a lesser evil," Maas concluded.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a word—**PERFORMANCE** presents the case for the handicapped.

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PER

Performance

THE STORY OF THE HANDICAPPED

"JUST HELP ME OPEN IT....I'LL DO THE REST"



R.N. PALMER

the President's Committee on Employment
of the Physically Handicapped

NOVEMBER 1958

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Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of The President's Committee on Employment
of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Earl Bunting, Gordon M. Freeman
Vice Chairmen

William P. McCahill
Executive Secretary

Vol. IX, No. 5

November 1956

Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

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Photo Credits: Disabled American Veterans; U. S. Department of Labor; and University of Illinois

Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, and the Director of the Office of Civil and Defense Mobilization.

Printing of this publication approved by Director,
Bureau of the Budget, June 21, 1956.

General Maas Featured Speaker At Insurance Convention

THE principal address of the annual convention of the National Association of Insurance Agents in New Orleans, La., was delivered October 8 by Maj. Gen. Melvin J. Maas, USMCR Ret., Chairman of the President's Committee. General Maas spoke on the subject, "A Blueprint for Progress." He pointed out to the delegates from every State in the Union attending the meeting at the Jung Hotel that the physically impaired worker is very definitely a good risk. He cited as his authority for this statement the nationally publicized statements by the Association of Casualty and Surety Companies and the National Association of Mutual Casualty Companies. He also pointed out to the insurance agents that most of them were employers themselves, and he hoped that the support of the hire-the-handicapped program by the National Association would reflect itself in the future in the

hiring policies in their own places of business.

General Maas concluded his remarks with an outline of the impact the program to hire the handicapped in the United States is having throughout the world, particularly in Asian and African countries.

Louie E. Woodbury, Jr., outgoing president of the National Association of Insurance Agents, received a surprise honor when General Maas named him a member of the Program Planning Committee for the President's Committee's 1959 Annual Meeting.

Archie M. Slawsby of Nashua, N. H., chairman of the Executive Committee of the Association, was elected the new president of the insurance group.

Mr. Slawsby employs a young woman in his office who is totally blind. An article concerning her appeared in the spring issue of the Association's publication.

Missouri Cartoonist Wins DAV National Award

R. N. PALMER, editorial cartoonist of the *Springfield (Mo.) Leader and Press* has been judged first-place winner in the 12th annual editorial newspaper cartoon award conducted by the Disabled American Veterans, it has been announced at

DAV National Headquarters by Judge David B. Williams, National Commander.

Second award went to L. D. Warren of the *Cincinnati Enquirer*, and third place was won by Leo Joseph Roche of

(Continued on next page)

the *Buffalo Courier-Express*. (See cover for Mr. Warren's winning cartoon.)

Approximately 500 cartoons have been published as a result of the award. Cartoons on the subject of the disabled veteran are eligible for entry.

Palmer will receive \$250 for his first award winning cartoon.

Warren will receive \$150 for his second place cartoon published in the *Cincinnati Enquirer* on July 14. His is titled "Let's Not Forget Those Who Have Earned It," and depicts a disabled veteran watching labor and industry discussing "Right To Work."

The \$100 third award went to Roche

for his cartoon of July 18 in the *Buffalo Courier-Express* titled "Sunrise of Opportunity." A disabled veteran in a hospital wheelchair is seen looking out a window at a sunrise with the inscription "DAV Program for the War Disabled," and his thoughts are ballooned into "Finest Medical Care in Modern Hospitals," "Sound Vocational Training," "Proper Job Placement."

The Judging Committee consisted of James Rankin of the *Louisville Times*, Robert Hermann of the *Louisville Courier Journal*, both of whom covered the recent national DAV convention in Louisville, and Julian J. Jackson, Director of DAV Public Relations.

Epi-Hab Issues Outstanding Progress Report

THROUGHOUT the years, the editor of PERFORMANCE has the pleasure of reviewing annual reports from Governors' Committees in the 49 States and the Territories as well as numerous similar reports from municipalities, and cooperating private agencies.

Ever so often he finds a report with great appeal, of special merit, and of unusual content and widespread significance.

Last year one of the report "gems" was the annual report of Abilities, Inc., of West Hempstead, Long Island, N. Y. Henry Viscardi, Jr., the gifted and imaginative president of that organization, had the report transcribed on a recording so that the past year's activities were actually heard.

This year the editor makes a special bow in the direction of the report issued by Epi-Hab, the amazingly successful experiment in providing job opportunity for epileptics originally created by the Veterans Administration in Los Angeles, Calif., and now having branch organizations in Phoenix, Ariz., and Jamaica, Long Island, N. Y.

Let us read excerpts from an address prepared for Epi-Hab's annual meeting by John Russell Little, Epi-Hab president:

"Epi-Hab L. A. expanded its facilities in the past year and is now occupying an additional building next door. The proximity of the new unit permits savings in staff which would be required otherwise.

(Continued on p. 11)

Government Opens Telephone Operator Positions to the Blind

TO BROADEN Federal employment opportunities for the blind, the Civil Service Commission has liberalized physical requirements for telephone-operator positions in Government.

The change which will permit blind persons to qualify for such jobs, had been under study by CSC Medical Division for some time. The decision was made following a final consultation recently of CSC officials and representatives of the General Services Administration and organizations for the blind at the Commission's Bureau of Departmental Operations in the Pension Building.

"The change marks another progressive step in the Commission's governmentwide program for selective placement of the physically handicapped," CSC Chairman Harris Ellsworth commented. "It is appropriate that this

long-contemplated project was brought to completion during last week's observance of National Employ the Physically Handicapped Week (October 5-11)." Mr. Ellsworth is a member of the Advisory Council to the President's Committee and an Associate Member of the Committee.

The heart of the Commission's selective-placement program is the study of various kinds of jobs by medical officers to determine the actual physical requirements of the work so that realistic standards, which will not disqualify the employable handicapped, may be developed for the jobs. Applying the CSC-developed standards, Federal agencies have appointed more than 165,000 persons with serious physical disabilities since the program was started in 1942.

Until now, the physical standards for telephone-operator positions have re-

Thelma L. Quesenberry demonstrates use of the Braille attachment that will aid the blind in obtaining employment as telephone operators. Immediately behind Thelma is Dr. Charles P. Waite, Assistant Medical Director of the U. S. Civil Service Commission. Others in the photo are, left to right: John N. Taylor, Chief, Washington Office, National Federation of the Blind; William W. Thompson, Executive Director, Blinded Veterans Association; Mrs. Francis Mullen, Administrative Assistant, American Association of Workers for the Blind; H. Richard McCamant, Director of Personnel, General Services Administration; and Irvin P. Schloss, Legislative Analyst, American Foundation for the Blind.



quired vision in at least one eye. In the course of its study of telephone-operator positions, the Commission found that many blind persons can do the work satisfactorily with the use of Braille attachments to switchboards, and that such attachments can be obtained for one-position (80-plug) and 2-position (160-plug) switchboards. After observing blind operators using such equipment at the Maryland Workshop for the Blind, the Maryland School for the Blind, and the Columbia Lighthouse for the Blind, representatives of CSC's Medical Division concluded that physical requirements for telephone-operator positions in

Government should be liberalized. General Services Administration has agreed to make the attachment available without cost to blind operators employed in government.

Organizations represented at the meeting include the National Federation of the Blind, the American Association of Workers for the Blind, the Columbia Lighthouse for the Blind, the Maryland Workshop for the Blind, the American Foundation for the Blind, and the Blinded Veterans Association, as well as GSA, the Employment Service of the Department of Labor, and the President's Committee.

Timothy J. Nugent Featured in Magazine

TIMOTHY J. NUGENT, supervisor of the Student Rehabilitation Center at the University of Illinois, is featured in an article in the 1958 edition of "Delta Sigma Signs," publication of the Delta Sigma Omicron fraternity (Disabled Student Organization).

Mr. Nugent won the 1956 Public Personnel Award, presented annually by the President's Committee, for his outstanding work in developing the activities of the Illinois University Rehabilitation Center.

Delta Sigma Omicron is a coeducational service fraternity having as its motto: "to exercise our abilities to a maximum so as to minimize our disabilities, that we may live most and serve best." It is fostered by, ad-

ministered through, and composed entirely of students with some form of physical disability.

The article, written by Tom Linde, traces Mr. Nugent's career from a modest beginning with 8 handicapped students 10 years ago to the present time.

To quote from the article:

"That was 10 years ago. We look back, smile a little, and are proud of the growing we've done and the changes we've seen within the Student Rehabilitation program. We began with 8; there are 128 of us now. As the years passed, more and more of the great campus became accessible; today, all curricula are at the disposal of those of us in wheelchairs. All new

(Continued on p. 10)

Exchanging information on their respective programs are Mrs. Fatimah Musa, Director of the Division for the Handicapped in Malaya, and William P. McCahill, Executive Secretary of the President's Committee.



Malaya Rehabilitation Director Talks to Agency Representatives

MRS. FATIMAH MUSA, Director of the Division for the Handicapped, one of 5 divisions in the Malayan Department of Social Welfare, was a guest of the President's Committee on September 4, 1958. She is from Kuala Lumpur, Malaya, and is in the United States on a 6-month exchange program of study. She will visit rehabilitation centers, government agencies, and study programs concerned with employment of the handicapped. Mrs. Musa's tour began in August.

In addition to conferences with members of the President's Committee staff, she met with a group of representatives from the Department of Commerce, Veterans Employment Service, U. S. Employment Service, Office of Vocational Rehabilitation, Civil Service Commission, and the Veterans Administration. This was a meeting called to discuss the four regional meetings to be held by the President's Committee during 1958-1959.

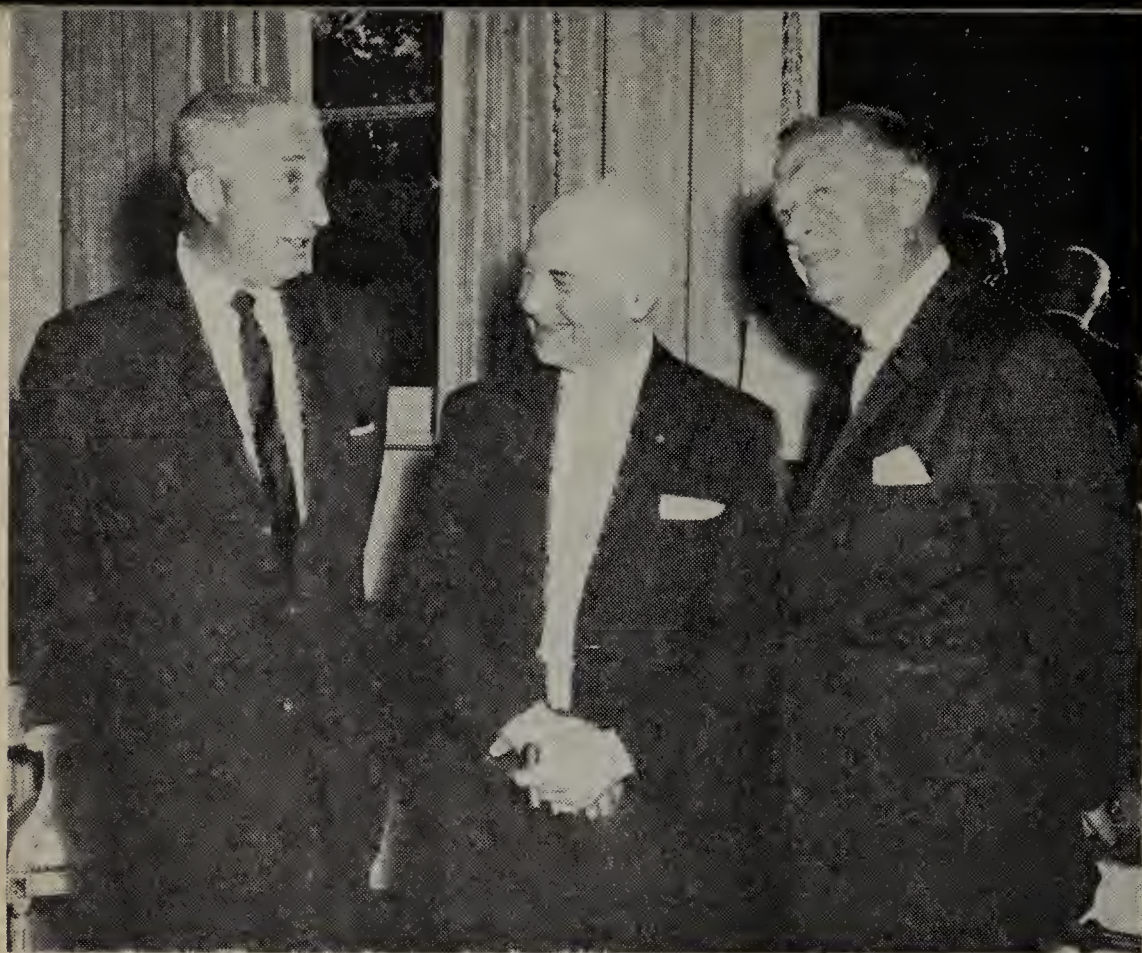
Mrs. Musa told the group that the Malayan Department of Social Welfare

is divided into five programs dealing with children, older youth, probation, handicapped, and training. Her country has made a start in setting up rehabilitation services but much more needs to be done.

Mrs. Musa said unfortunately her job is that of a "one woman band" and lacks adequate staff and money to do a comprehensive job in view of the numerous cases of infectious eye disease. One of the greatest and basic problems in Malaya, she said, is almost universal malnutrition.

She also spent considerable time with representatives of the Handicapped Committee of the People-to-People Program.

Malaya is divided into 11 states and each of these states has a state office of the Department of Social Welfare. In Malaya there are few disabled veterans because the Island escaped the ravages of World War I, and in World War II there were relatively light casualties and little disruption to the economy of the country.



Prominent figures at premiere
left to right: C. E. Blandford,
Manager, Public Relations and
Advertising, Hughes Aircraft Co.;
Melvin J. Maas, Chairman of the
President's Committee; and Justin
Johnson, Hughes Aircraft Co.
and Chairman, California Governor's
Committee on EPH.

D. C. Dignitaries Attend Film Premier

A LARGE turnout of top-flight officials attended the premiere showing of the film, "Employees Only," produced by the Hughes Aircraft Co. in cooperation with the President's Committee. The film was shown at the Motion Picture Association's theatre in Washington, D. C., September 19.

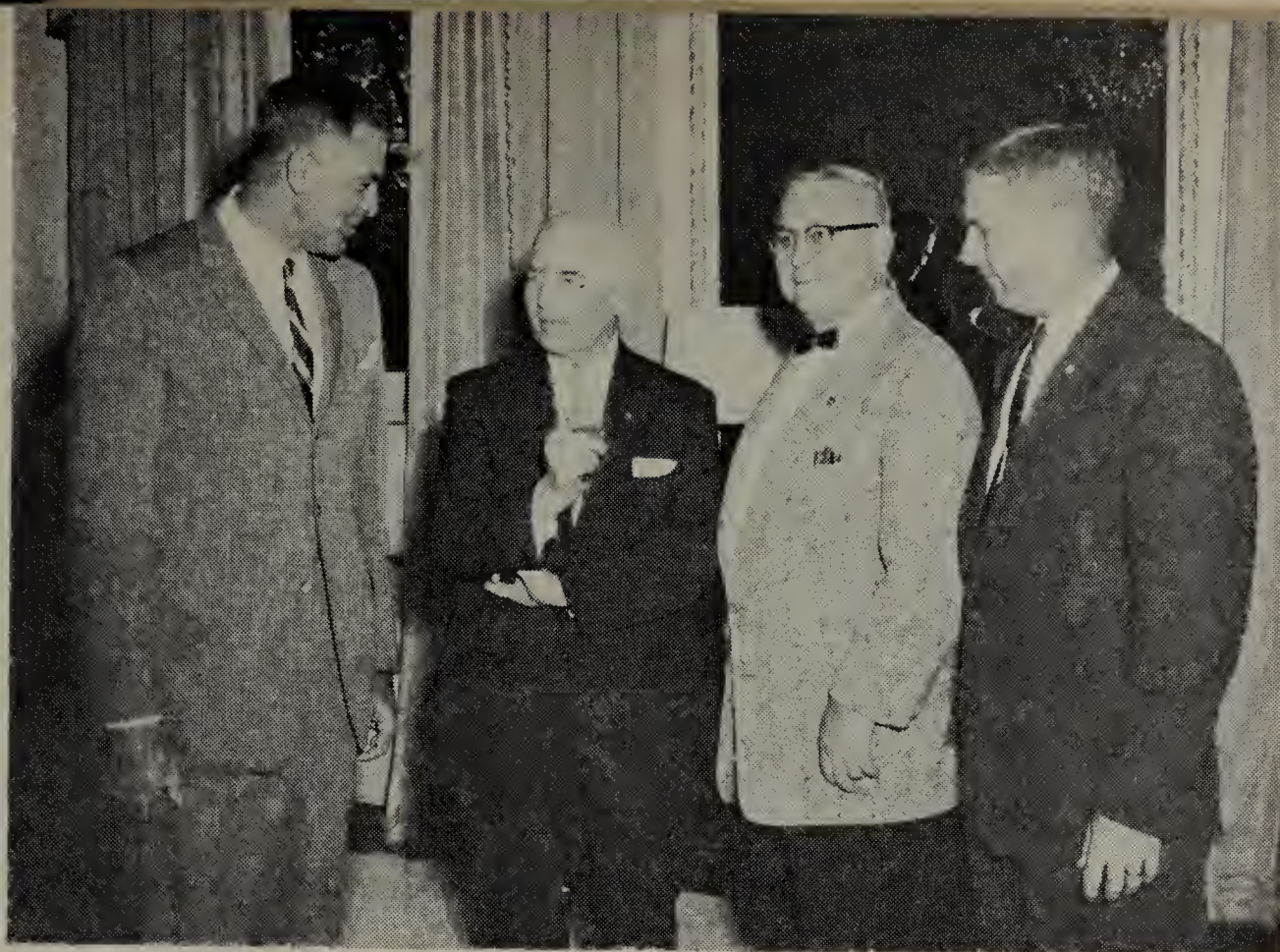
C. E. Blandford, manager of public relations and advertising for the Hughes Aircraft Co., and Justin Johnson, also a Hughes official and chairman of the California Governor's Committee on Employment of the Physically Handicapped, attended the showing.

Among those in the audience were J. Harvey Daly, Chairman of the District Commissioners' Committee on Employment of the Physically Handicapped, and Leonard S. Homa, the new District Committee's Executive Secretary who is also an attorney for the U. S. Treasury Department. During

NEPH Week, Mr. Daly and Mr. Homa participated in an ABC radio broadcast on the John Batchelder Show, October 7, outlining the program for the handicapped in the District of Columbia.

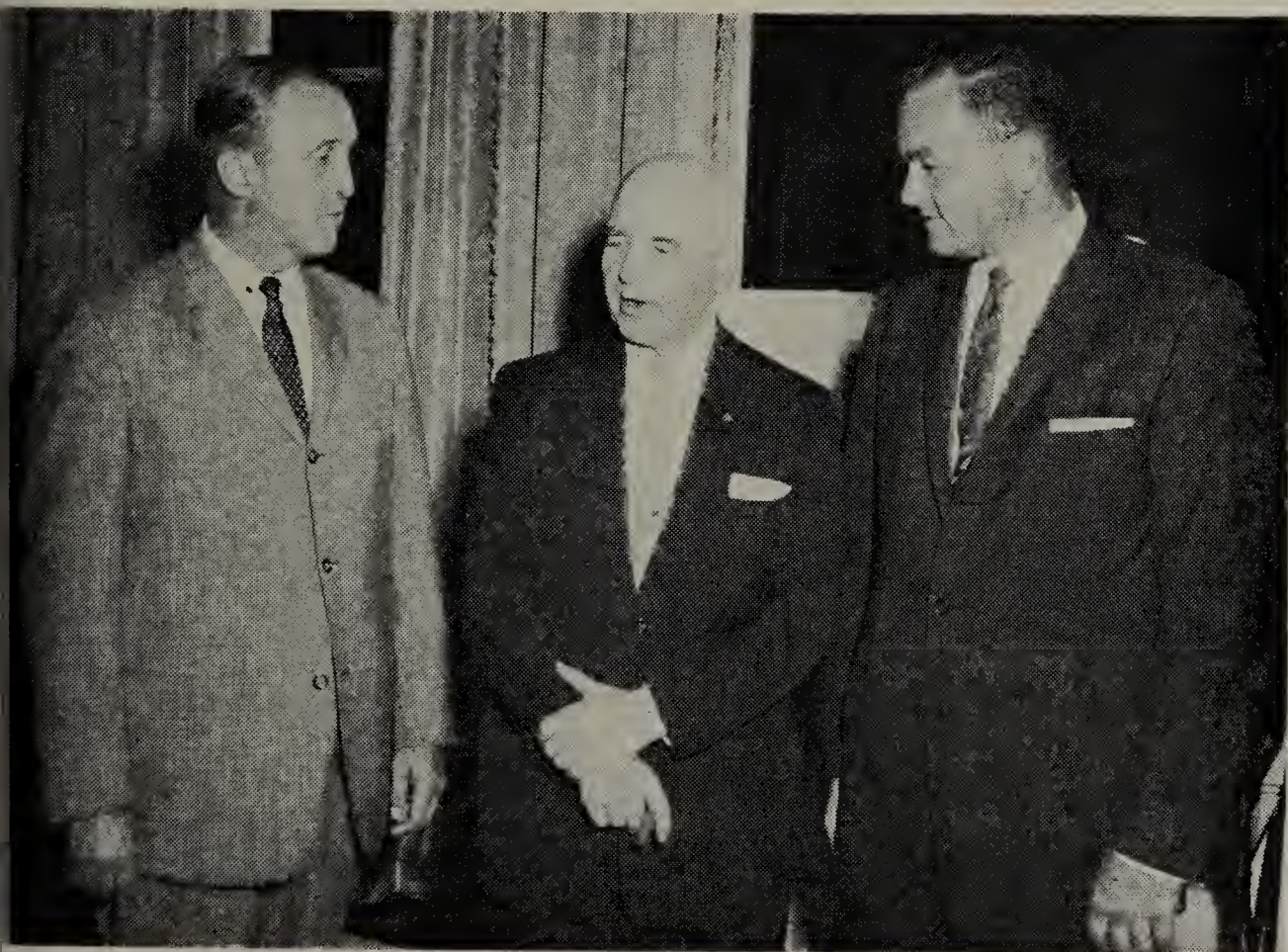
Among the other delegates attending the film showing was the new Chairman of the Disabled Veterans Committee of the President's Committee, David F. Schlothauer, Assistant Director of Management Services, National Automobile Dealers Association, and an active participant for many years in American Legion and AMVET affairs. John Burris of the Disabled American Veterans was also one of those attending.

The Hughes Aircraft film shows a great number of handicapped workers employed at the aircraft company in Culver City, Calif., and the many and varied types of work they are capable of performing. The film was given national distribution to television stations during NEPH Week.



On the left is the new chairman of the Disabled Veterans Committee of the President's Committee, David F. Schlothauer. Others, left to right, are: General Maas; John Burris, Disabled American Veterans; and Tom Greening, President's Committee, Secretary of the Disabled Veterans Committee.

Discussing the film are, left to right: J. Harvey Daly, Chairman, D. C. Commissioners' Committee on Employment of the Physically Handicapped; General Maas; and Leonard S. Homa, new Executive Secretary of the D. C. Committee.



650,000 Disabled Vets Trained Under Sam Coile

A MAN who was a directing force in the biggest education and training program in the world's history retired in July from the Veterans Administration. He is Sam H. Coile, Director of Vocational Rehabilitation and Education Service.

Mr. Coile was connected with the administration of the vocational rehabilitation and education and training programs for veterans since August of 1944, 2 months after the World War II GI Bill became law.

Since then nearly 10,500,000 veterans have been educated in colleges and schools or trained on farms or jobs under the vast program which Mr. Coile has helped administer. Nearly 650,000 of these veterans received special rehabilitation because of serious disabilities suffered in war service.

At one time, in 1947, more than half of the students in American colleges and universities were ex-GI's obtaining their education under the GI Bill.

Mr. Coile pointed out that America's great venture in mass education continues under the Korean GI Bill. In the school year just ending, one out of every four male students in colleges and universities was an ex-serviceman enrolled under the Korean GI Bill. Also, he said, the program Congress authorized to assist in the education of the children of veterans who died as a result of war service is just beginning to get underway.

"It has been an exciting experience to be a part of this program which will raise the educational level of America for generations to come," Mr. Coile said.

Among other things, Mr. Coile looks back with pride on VA's Vocational Counseling program under which 2½ million veterans have received guidance toward job and career possibilities.

At the peak of the World War II GI training program, VA negotiated contracts with nearly 400 colleges and universities to establish vocational guidance clinics, Mr. Coile pointed out. Results were so successful that most colleges retained the clinics after VA participation ceased.

Coile was born in Knoxville, Tenn., in 1895. He left school in May 1917, to serve with the 60th Artillery overseas in World War I. He received his B. S. Degree from the University of Illinois in 1920.

He came to the Veterans Administration in 1933 as a member of a Special Review Board at the Nashville, Tenn., Regional Office. Later, he was transferred to the Board of Veterans' Appeals, Washington, D. C.

He was head of the registration and research division in the Vocational Rehabilitation and Education Service before being appointed to direct the entire program in June of 1951.

Six Months Injury Total 25 Million

DURING the last six months of 1957 about 25 million Americans were injured enough to require medical attention or to limit their activities for at least a day.

Injuries during this period resulted in almost 214 million days of restricted activity, including 55.5 million days spent in bed at home or in a hospital.

These figures were disclosed today in a new report by the Public Health Service's U. S. National Health Survey. The report also shows:

Home accidents injured 10,065,000 people—or 40.3 percent of all those injured.

Work accidents injured 4,173,000—or 16.7 percent.

Motor vehicle accidents injured 2,444,000—or 9.8 percent.

Other kinds of accidents and injuries resulting from violence involved 3,267,000—or 33.1 percent.

For this period there were, on an average, about 1,175,000 persons every day whose activities were limited because of injuries. Of these, 305,000 were in bed or in a hospital each day.

Of the total injured, 14.1 million were males and 10.8 million were females; 14.9 million were urban residents; 7.1 million were residents of rural-nonfarm areas; and 3 million lived on farms.

The report is the third in a series based on continuing nationwide household interviews, conducted for the Public Health Service by the U. S. Bureau of the Census, with a representative sample of the population. The information recorded about individuals is confidential, and only statistical totals are published.

The figures are preliminary since they are based on only six months of data collection. They are subject to possible revision when statistics have been gathered for a longer period.

The "Preliminary Report on Number of Persons Injured, United States, July-December 1957" is Public Health Service Publication No. 584-B-3. Copies are for sale by the Superintendent of Documents, Government Printing Office, Washington, D. C., for 30 cents each.

Corn Pickers Reap a Grim Harvest

WE don't have the national figures on it, but in Minnesota alone last fall mechanical corn pickers and elevators are known to have accounted for 71 fingers, 5 thumbs, 12 hands, 4 arms, and 1 leg, according to Glenn Prickett, extension farm safety specialist at the University of Minnesota. In addition, he says, 4 people were killed,

there were 4 cases of multiple rib fractures, 1 skull concussion, 2 dislocated shoulders, 2 collarbone fractures, 1 punctured lung, 1 dislocated hip, and 1 toe fracture, not to mention the many accidents that are not reported. Mr. Prickett bases his figures on a survey of newspaper clippings.

Timothy J. Nugent

(Continued from p. 4)



Prof. Timothy J. Nugent (right) is shown here at the time he received the 1956 Public Personnel Award of the President's Committee from Melvin J. Maas, Chairman of the Committee. Looking on is David D. Henry, President of the University of Illinois (center).

buildings are designed with handicapped students in mind. Scores of ramps and elevators have been installed in buildings which have been campus landmarks to Illini for decades. And, although the campus is delightfully flat, making wheeling a simple matter, two specially equipped buses circle the campus hourly, great orange and blue monsters, with hydraulic lifts scooping up students, chairs and all.

"In the early years Professor Nugent acted as combination supervisor, therapist, and father-confessor to his

flock. As our numbers increased, as the program became co-educational, our staff was augmented so that our needs might be adequately met. Charles Elmer of the University of Iowa now heads the Physical Therapy staff at the center; individual needs and potentials are analyzed and developed to the fullest degree possible. Problems of guidance now receive very special attention from Dean Trembly. John Paschal, who now is in charge of Special Services, helps make available an ever-widening range of activities both on and away from the campus."

Epi-Hab

(Continued from p. 2)

"Approximately 400 epileptics have applied to Epi-Hab for work. The list grows.

"Among the workers at our plants, 15 have come from the VA Hospital at Los Angeles. The most recent 2 had been hospitalized for 6 and 13 years respectively. Please remember that many of these men give up their life pensions when they come to work for us. This is a real rehabilitation. With it has come the reestablishment of family ties and of normal family living. It may interest you to learn that the money Epi-Hab has saved the government in relinquished pensions will more than return the money the government has appropriated for Epi-Hab.

"We are told that this is just one of the reasons that Epi-Hab was one of two or three projects (out of 135 or so sponsored by the Department of Health, Education, and Welfare, Office of Vocational Rehabilitation) selected to demonstrate to Congressional Budget Committees how wisely government money can be invested in rehabilitation. . . .

Featured in Foreign Publications

"The list of periodicals carrying publicity about Epi-Hab is too long to delineate here. But recently I was informed that journals in Spain, Germany, and Finland currently are doing feature stories on Epi-Hab. This seemed to me a dramatic evidence of the breadth of interest in Epi-Hab.

There remain few areas in the civilized world where our influence has not been felt.

"Here in Los Angeles, our project won the Safety Award and with it a 20 percent reduction in Workmen's Compensation Insurance. Just think of it! I remember when our machines were cluttered with safety devices to protect our workers in case they should fall against the machines during a seizure. But, for reasons still not entirely clear, at such times, our people fall *away* from their machines. So we have stripped away the cluttering devices. And we, of all plants, receive the Safety Award! You can imagine what such a record does to support our contention that epileptics, with few exceptions, can be hired to work at most any kind of a machine.

Epi-Hab Receives Community Chest's Bronze Plaque

"Just as important an award and one with a redoubtable emotional thrust, was Epi-Hab's receipt of the Bronze Plaque from the Community Chest. This is the highest award given. And Epi-Hab was the *only* company in western Los Angeles from more than 500 companies employing 150 people or less, to receive such an award. You see, dear friends, our workers are filled with compassion for the unfortunates of their community. They do not consider that they themselves are to be so classified. Why should they be—with good jobs and a chance to send their kids to school and college. So, more than any other employables, they met *their* social responsibility to those less fortunate than

themselves. To the man. And, in generous measure. . . .

"I can also report that Epi-Hab Long Island is a going concern. It has been established without all the heartaches and problems which necessarily beset Epi-Hab Los Angeles in its early days. Following our successful pattern, there are now eight employees in the Long Island plant. There will be more and more employees added as the months progress. To guarantee work for them to do, Dr. Risch has already made contacts with some top industrial managements in the New York area. From these conversations, we are encouraged to believe that he will obtain additional work contracts for Epi-Hab Long Island's expanding requirements.

"I am happy to announce that Epi-Hab Phoenix is now fully organized and is to begin operations on June 1, 1958. You will hear more about this unit later in the evening. The plans for it seem both ambitious and realizable. We are excited about it."

Dr. Risch Is Guiding Light

So much for excerpts of the private citizen president. Behind all this progress lay the untiring and devoted work of the Project Director, Dr. Frank Risch. He has been the guiding light and genius behind the progress, but, like Viscardi, he gives the employees the major share of the credit.

Here are some highlights of the Operations Report:

Some 64 applicants, 58 of them male, were psychologically tested and screened. Nine were hired. An additional 71 were referred and are awaiting screening.

Fifteen employees left, four for other employment, two to return to school, five to return to homes away from the area, three because of disciplinary reasons, and one died from an off-the-job accident. On April 30, 40 were working at the community plant, 48 at the VA center shop. Five who were transferred from the VA shop to the community plant had a combined 2 years in the Domiciliary Section of the Hospital.

Time Lost Due to Seizures Insignificant

The time lost due to seizures on the job at the plant was 100 hours out of 80,000, a very insignificant loss. The average time loss per seizure was 29 minutes and the average time cost loss only 81 cents. The average at the VA shop was 11 minutes and 20 cents.

The average earning per hour rose from \$1.48 to \$1.64.

There were nine accidents experienced by 8 employees, of which 5 were due to seizures. Only 1 of these accidents required outside medical aid. There were only 3 reportable accidents during the year under Workmen's Compensation Insurance requirements.

Looking to the future, Dr. Risch envisions a special project of placing a group of some 50 trained and rehabilitated epileptics in private industry as a pilot project with a large firm willing to cooperate in such a venture to dispell once and for all the myth that epileptics can't be employed safely. Next year, no doubt, Epi-Hab will report that this project is under way. God speed you on your way!

200 Disabled Monitor TV Ads

KENNETH JAFFE is a young 28-year-old former advertising manager endowed with a shrewd business sense, a sympathy for the handicapped, and a knowledge of radio and television. He has combined the three to come up with what promises to be a highly successful business venture.

It's called National TV Monitor, Inc., and its purpose is to tell TV advertisers whether their commercials are used as intended on the Nation's 508 TV stations. No advertisers could do this for themselves, except at prohibitive cost. Jaffe, by employing about 200 handicapped people around the country, does it for them at a fee ranging from \$1 to \$3 per commercial per station.

His "monitors" watch TV programs and keep tab on the commercials. They report on such facts as whether the commercial is used at the proper times, whether it's clear and audible, whether it's the right commercial, and how much time is devoted to it.

They have reported instances of commercials not being run, or run upside down, or put in the wrong time slot, or run less often than the contract provided. One of Jaffe's feats was the discovery that M. C.'s were not drinking a sponsor's products on live commercials—as they were supposed to. Advertisers move fast when they are told their commercials are not used as intended. The usual penalty: refusal to pay the station for the program involved.

PRESIDENT'S COMMITTEE MEMBER'S CREED

I BELIEVE

That the physically handicapped should be given equal opportunity to choose and prepare for occupations commensurate with their physical abilities and their potentialities for learning and acquiring skills.

That the physically handicapped should be given equal opportunity with others similarly qualified, in selection, appointment, and advancement in employment.

I PLEDGE

My best efforts in following these principles in my own employment practices;

My support of practical programs designed to achieve the foregoing principles;

My assistance in every feasible way to acquaint the public generally and employers specifically with these principles.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D. C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

Prostheses, Braces and Technical Aids

A NEW publication, available to all people interested in the rehabilitation of the handicapped, is *Prostheses, Braces and Technical Aids*. Published in Denmark by the International Society for the Welfare of Cripples, Committee on Prostheses, Braces and Technical Aids, it presents a worldwide view of developments in this field. Persons interested in receiving this publication, issued three times a year, may be added to the mailing list by writing to: United States Committee, International Society for the Welfare of Cripples, 701 First Avenue, New York 17, N. Y.

Newsletters Now Published By 23 States, 4 Towns

NEWSLETTERS have become one of the most valuable tools, both nationally and locally in exchanging facts and ideas between States and communities.

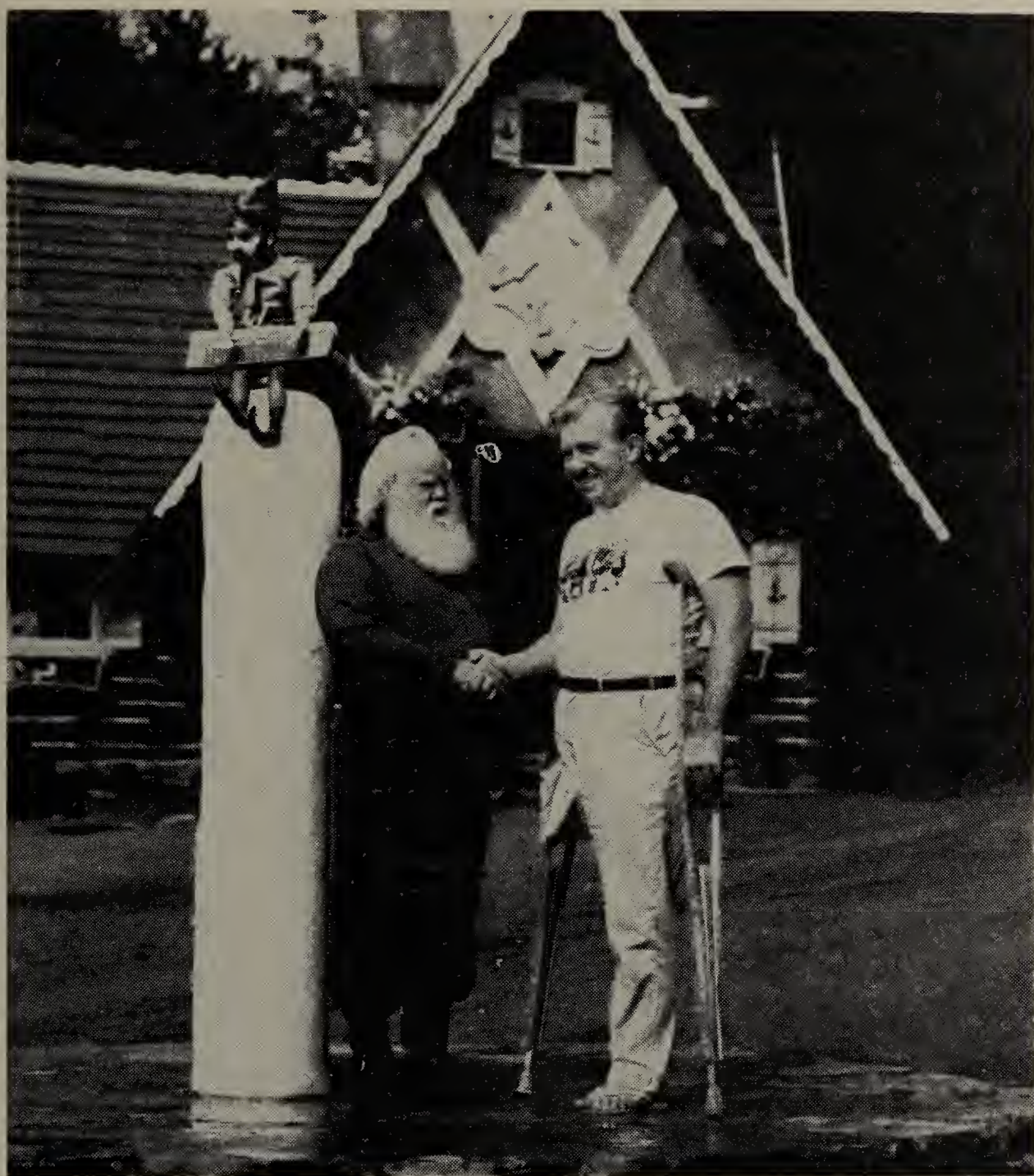
The use of Newsletters has markedly increased since January 1958. Seven States have inaugurated Newsletters this year: Arkansas, Connecticut, District of Columbia, Nebraska, New Hampshire, New Jersey, and West Virginia. This brings the total to 23 Newsletters issued by States and 4 by communities, and does not include the excellent newsletters published by some State Departments of Vocational Rehabilitation.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a word—**PERFORMANCE** presents the case for the handicapped.

ARTICLES MAY BE REPRINTED IN WHOLE OR IN PART, WITH OR WITHOUT CREDIT. PHOTOS ARE AVAILABLE UPON REQUEST; GIVE CREDIT WHEN INDICATED.

Performance

THE STORY OF THE HANDICAPPED



Santa Has Handicapped Helpers

The President's Committee on Employment
of the Physically Handicapped

DECEMBER 1958



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Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of The President's Committee on Employment
of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Earl Bunting, Gordon M. Freeman
Vice Chairmen

William P. McCahill
Executive Secretary

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December 1958

Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

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Photo Credits: Bill Edwards, Ed Miley Photographic Illustrations, Dallas, Tex.; and Fred R. Stanger, Milwaukee, Wis.

Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, and the Director of the Office of Civil and Defense Mobilization.

Printing of this publication approved by Director,
Bureau of the Budget, June 21, 1956

Santa's Workshop

A Wonderland

For Handicapped

NESTLING in a shady glen on the rugged slopes of Whiteface Mountain is a little village known as Santa's Workshop, North Pole, N. Y.

Its atmosphere brings to mind the age old tale of Rip Van Winkle, only there are no little men bowling on the green—but a goodly number of physically handicapped workers who are earning a livelihood through the application of many varied skills.

Santa's Workshop is a fairyland village with its colorful peaked roofs, which is the dream come true to every adult and child who has ever envisioned Santa's little village and workshop.

Santa has a staff of well over a hundred who help him in caring for his village and greeting the half million visitors who come to see him each year. Some of his staff help Santa take care of his team of eight famous reindeer—Dasher, Dancer, Prancer, Vixen, Comet, Cupid, Donner, and Blitzen—who have their stalls in Santa's reindeer barn. He has a great number of gnomes working for him who are college girls specially trained to greet the visitors. Several times a day Santa and his storybook characters gather around the North Pole itself which is always frozen over even on the hottest summer days.

Santa has many helpers who are artisans of considerable skill, such as his blacksmith, who makes reindeer shoes and other wrought-iron articles. There are also potters, woodworkers, candlemakers, silversmiths, plastic workers, etc. Another one of his helpers operates little Elmer who is found over the wishing well where visitors drop coins to help Santa with "Operation Toy Lift." Santa and several of his helpers in costume fly in a C-46 plane to 13 States and 2 Provinces of Canada and deliver toys to over 25,000 underprivileged children each Christmas.

Mr. Scott Works for Santa

Among Santa's craftworkers is William Scott, who is found working on shell craft jewelry. Mr. Scott was born in New York City on December 6, 1905. At the age of 16, while a senior in high school, he contracted polio. Residual effect left Mr. Scott unable to use his lower extremities. He wore braces while attending Columbia University, where he graduated with a B. A. degree in 1928. While a patient at Warm Springs, Ga., he was very influential in raising large sums of money to aid this foundation, which later became known as the March of Dimes. For his

services he received a warm letter of congratulations from Franklin D. Roosevelt.

In 1948 he decided to retire and moved to Florida. However, retirement grew boring and he became interested in shell craft as a hobby. In 1955 he opened a shop at the Farmer's Market in West Palm Beach, making articles out of shells found in the ocean. His success in this shop encouraged him to make this craft a profitable business and career. During the winter months of 1957, James Madden, a representative from Santa's Workshop, discovered him at his shop and immediately visualized the prospects of having him as one of Santa's craftsmen. Mr. Scott was approached by Mr. Madden, and a mutual agreement brought him to Santa's Workshop on June 15, 1958. He has been with Santa for the summer season of 1958 and has fond hopes of returning for another successful season in the summer of 1959.

Still another of Santa's craftsmen is a glassblower, John Cudequest. Mr. Cudequest was born on February 21, 1916 in New York City where he attended school. While still a youngster

he lost his right leg. His uncle, who had no children, wanted to keep the glassblowing trade in the family and taught Mr. Cudequest the craft. For over 10 years he served an apprenticeship and later opened his own shop at the Farmer's Market in West Palm Beach, Fla., where he was also discovered by Mr. Madden of Santa's Workshop. He tells us that glassblowing requires a lot of patience as it involves many steps in learning. He enjoys the work because of the happiness that the creations bring to him and to the people who watch him make and buy them. He enjoys fishing, swimming, riding a bike, hiking, and camping. Mr. Cudequest also plans to return to Santa's Workshop for the 1959 summer season. (See cover.)

Throughout the years since July 1, 1949, when Santa's Workshop opened, many handicapped workers have found interesting employment with Santa. They have helped to thrill the millions of children, young and old, who since that opening day, have thronged to see Santa and his Workshop and have been amazed with the wonders they have seen there.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a word—**PERFORMANCE** presents the case for the handicapped.

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FBI CHIEF CITED



ON October 20, 1958, the Honorable David B. Karrick, Commissioner of the District of Columbia, presented on behalf of the President's Committee a Citation for Meritorious Service to Director John Edgar Hoover of the Federal Bureau of Investigation. Shown from left to right at the time of presentation are: E. B. Whitten, Awards Committee member and Executive Director, National Rehabilitation Association; Maj. Gen. Melvin J. Maas, USMCR Ret., Chairman of the Presi-

dent's Committee; Commissioner Karrick; Millard W. Rice, Chairman of the Awards Committee of the President's Committee and Executive Director of the Disabled American Veterans Service Foundation; Director Hoover; J. Harvey Daly, Chairman of the District Commissioners' Committee on Employment of the Physically Handicapped and Management Consultant; and Leonard S. Homa, Executive Secretary of the Commissioners' Committee.

PLAN NOW TO ATTEND

1959 ANNUAL MEETING

THE PRESIDENT'S COMMITTEE

MAY 7 AND 8

Blind Employed in Missile Production

EDITOR'S NOTE: *The following editorial appeared in the September issue of Conservation Digest a publication of Northrop Aircraft. The Digest editorial was given wide circulation on the west coast as part of Northrop's contribution to the observance of NEPH Week 1958.*

CONSERVATION as a concept and a philosophy has grown to embrace many more subjects than those contained in programs of a few years ago. From a basic aim to save materials by finding new uses for them the programs have grown to embrace even the skills of men and women which otherwise might never be used to benefit our economy. Evidence of the value of this facet of conservation consciousness throughout the States, the Nation and at Northrop, is contained in the following paragraphs.

In a few weeks the Nation will observe "National Employ the Physically Handicapped Week," an observance sponsored by the President of the United States, the President's Committee on Employment of the Physically Handicapped, and Governor Knight's Committee.

At Northrop this "Week" will have a definite significance due to the fact that our company was one of the earlier pioneers in the aircraft industry to make constructive studies in this field and to carry on such a program, virtually from the inception of the company.

Evidence of the wisdom of the Northrop program is graphically demonstrated in the picture on page one which shows two 9-year Norcrafters, both

sightless, busily engaged in their everyday job of lapping opto-mechanical devices to millionths of an inch accuracy. The task they are doing is practically a lost art.

This type of work, at the beginning of the Northrop missile program, was sent outside the plant to specialized laboratories. For conservation reasons this plan was not completely satisfactory and a training program was set up by Nortronics Opto-Mechanical Laboratories in which 30 Norcrafters were trained to lap tools and optical components to a flatness of one half a light fringe.

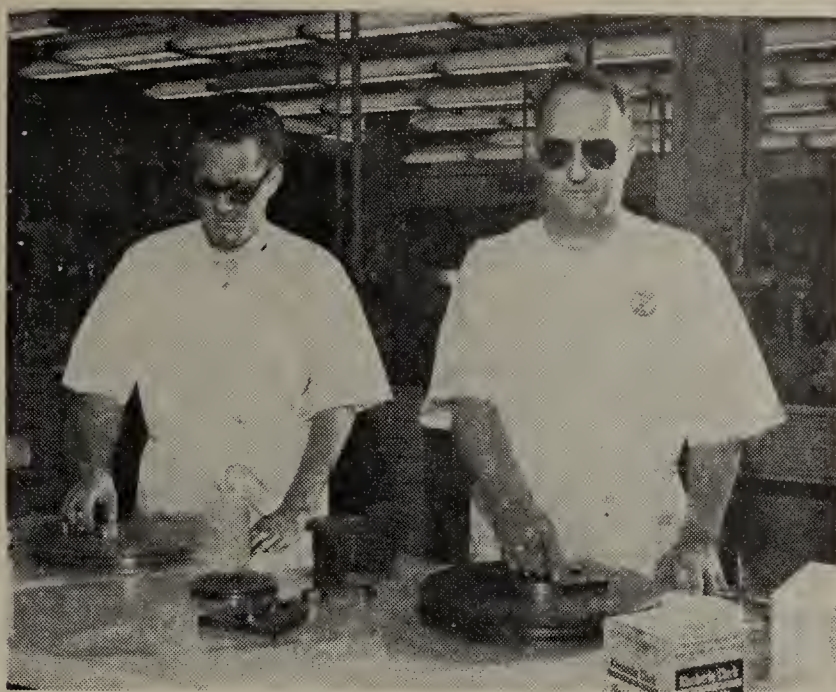
To give an idea of the precision required in this job, one half a light fringe equals 5.5 millionths of an inch. This means an accuracy equivalent to one segment of the width of a human hair which has been divided into 546 parts.

The men shown, Joe Oberta and Jim Bates, took the training along with the other, sighted, Norcrafters and are turning out parts of superior workmanship. Unable to visually determine the condition of the work, they depend on the "feel" of the abrasive as the part is lapped, and later when finer grit is used and the "feel" is lost they listen to the sound of the part on the plate in determining when the job is done.

Their work bears out the Northrop philosophy that "We hire the ability, not the disability."

With the announcement, recently, of Northrop's "Project Broom," a research and development proposal which calls for placing a recoverable manned

Joe Oberta (left) and Jim Bates, sightless workers at Northrop Aircraft, engaged in their job of lapping opto-mechanical devices to millionths of an inch accuracy.



space capsule into orbit within 3 years, work of the type performed by Joe Oberta, Jim Bates, and all of their teammates takes on a new significance. Until now, the lifegiving blanket of the earth's atmosphere has distorted and veiled exact knowledge of the dimensions of many of the planets, and our astronomers can only approximate the conditions of outer space.

So, it is a tribute to the value of

Northrop's long continued hiring program for the handicapped—a sublimated conservation project which salvages the skills of men rather than materials—that the sensitive workmanship of sightless men may conceivably, and soon, aid in tearing away the atmospheric veils which have so long blinded all mankind to the true values of the stars.

—YOUR CONSERVATION COMMITTEE

Deadline Announced for President's Trophy Nominations

NOMINATIONS of candidates for the 1958 President's Trophy, awarded annually to the "Handicapped American of the Year" by the President of the United States, are due in Washington, D. C., on January 1, 1959, it was announced by Millard Rice, new chairman of the Awards Committee and Executive Director of the Disabled American Veterans Service Foundation.

Nominations may be submitted by

any individual or organization member of the President's Committee or by any Governor's Committee or Territorial Committee on employment of the handicapped.

"To be eligible for nomination," Rice said, "the person whose name is submitted must be a physically handicapped American citizen who has overcome his physical handicap to become a useful citizen and who has helped, directly or indirectly, to increase em-

ployment opportunities for the handicapped."

Rice has been a member of the Awards Committee since its inception in 1950 and on September 1, 1958 was named Awards Committee Chairman by Maj. Gen. Melvin J. Maas, Chairman of the President's Committee. Rice succeeded Co-Chairmen Esther Van Wagoner Tufty of the Tufty News Service and A. Julian Brylawski, Vice President of Theatre Owners of America.

Rice said each nomination must include the name and address of the nominee and all pertinent details as to the nominee's handicap and the adjustments he or she has made to become a useful citizen, as well as his accomplishments for the betterment of other handicapped Americans. Announcements with rules and other information on the President's Trophy are obtain-

able from the President's Committee or any Governor's Committee. Nominations should be addressed to the Chairman, Awards Committee, The President's Committee on Employment of the Physically Handicapped, Washington 25, D. C.

The President's Trophy consists of a handsome sterling silver plaque mounted on a mahogany base. It is constructed by physically handicapped students at the Institute for the Crippled and Disabled in New York City which annually contributes the Trophy. Last year President Eisenhower made the presentation to the winner, Mrs. Louise Lake, former instructor in Daily Living at the Latter Day Saints Hospital, Salt Lake City, Utah, and now Director of Volunteers, Institute of Physical Medicine and Rehabilitation, Bellevue Medical Center, New York City.

PRESIDENT'S COMMITTEE MEMBER'S CREED

I BELIEVE

That the physically handicapped should be given equal opportunity to choose and prepare for occupations commensurate with their physical abilities and their potentialities for learning and acquiring skills.

That the physically handicapped should be given equal opportunity with others similarly qualified, in selection, appointment, and advancement in employment.

I PLEDGE

My best efforts in following these principles in my own employment practices;

My support of practical programs designed to achieve the foregoing principles;

My assistance in every feasible way to acquaint the public generally and employers specifically with these principles.

Air Force Exhibit Available for NEPH Meetings



AN attractive new exhibit on employment of the handicapped may be ordered from the Air Force for exhibition purposes in connection with national, regional, State and local meetings on the handicapped.

This colorful exhibit measures 8 feet in height, 4 feet in width, and is 10 feet in length. It is highlighted by a miniature wheelchair in a recessed portion of the exhibit, and a panel of photo transparencies tells the story of how the handicapped serve the Air Force when the requirements of the job are properly matched with the physical capacities of the handicapped applicant.

The exhibit is transported by the Air Force in a 28-foot van with two displaymen assigned for purpose of set-up and tear-down and to stand display.

This exhibit was constructed by the Air Force in 1958 upon request of the Kansas Governor's Committee. It was

seen by record-breaking throngs of visitors to the Kansas Free Fair in Topeka and the Kansas State Fair at Hutchinson. C. M. Miller, Secretary of the Governor's Committee in Kansas, reports that officials of the Kansas fairs feel this exhibit tells a dramatic message to employers, fellow workers, and the general public.

The Air Force requires sponsors to defray all per diem and transportation costs. Per diem is computed at the standard rate of \$12 per day per man, and transportation is computed at \$.06 per mile per vehicle from Wright-Patterson Air Force Base to destination and return.

Persons wishing to reserve the exhibit should write to: Commanding Officer, Orientation Group, USAF, Wright-Patterson Air Force Base, Ohio. If at all possible, a 60-90 day advance notice is desirable.

TAX PAYERS

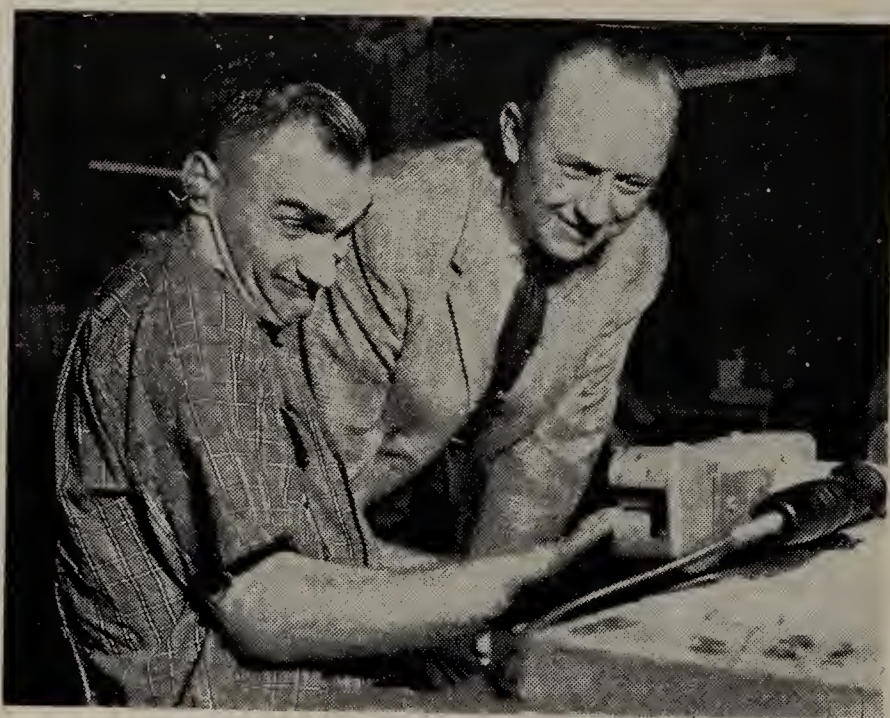
Instead of Tax Consumers

A humorous reference to the income tax withheld from a paycheck is an ordinary occurrence in most places of business. But such a recently voiced aside at the Vocational Training Workshop in Dallas, Tex., maintained by the United Cerebral Palsy Association of Dallas County, has inspiring undertones.

Few of the 27 workers had ever earned wages before establishment of the plant in April 1957. Now, many

point out, to their government—is indeed a milestone.

The workshop was established just a year-and-a-half ago with the assistance of a small grant from the Office of Vocational Rehabilitation of the Department of Health, Education, and Welfare. At that time, the goal was 10 workers per year the first 2 years. That goal has already been revised upwards, for the 2-year mark has been passed—with 6 months to go.



William Gratke of Irving, Tex., a cerebral palsy victim, turns out sub-contract work at the Sheltered Workshop maintained in Dallas by the United Cerebral Palsy Association of Dallas County. Looking on is Wilmer Snell, member of the local UCP board of directors and chairman of the workshop project.

make as much as \$1.25 per hour. And under the incentive work plan, which combines a base hourly rate with a per-unit-work rate, one employee recently drew a gross check of \$83.50 per week, based on a 40-hour week.

For handicapped persons fated in past years to searching out ways to use long, dreary hours at home, the opportunity to turn out constructive work while contributing not only to their own support but in some cases to that of their family—and, with pride they

The workshop was originally established exclusively to help cerebral palsy victims. The work load increased so rapidly that the services of other handicapped persons were soon required.

Today, most of the workers are cerebral palsy victims, but also employed are other handicapped unable to find work elsewhere—a veteran crippled by polio, a war amputee, an epileptic, and arrested tuberculosis and muscular dystrophy cases.

The beginning wage is 35 cents per hour—substandard for other workers, but a boon to the previously unemployed. Regular wage raises are given, along with paid holidays and vacations, and employees can earn beyond these raises under the incentive plan.

Recently, through the workshop, one of the cerebral palsied came to the attention of a Dallas doctor, who arranged for him to take medical technician training in a local hospital. He will be graduated in October, when a fine career awaits him in a field he has long loved.

Throughout the day, the four-room building at 4603 Maple Ave. hums with activity, as busy, happy workers do many jobs for industry: Envelope stuffing and mailing, sanding and painting, wood and metal work, typing and addressing, sorting and sizing, drill grinding, mimeographing, inspection, packaging, sewing, etc. They are especially pleased when they are working

on a defense project, such as transistor parts for Texas Instruments, Inc., a Dallas electronics firm with government defense contracts.

The workshop is superintended by J. L. Roady, a past commander of the local Disabled American Veterans, Buddies Chapter #11. Mrs. Juliette M. Gratke, executive director of UCP of Dallas County, acts as coordinator.

At a recent board of directors meeting, Wilmer Snell, board member and chairman of the workshop project, reported that it was approaching a pay-as-it-goes basis.

Mrs. Gratke, a pioneer in cerebral palsy work, takes quiet pride in the accomplishments made in "the shop." But she feels that Dallas County holds many more unemployed handicapped who need work.

The aim of the workshop: To bridge the gap between these persons with willing hands and industries with work that needs doing.

Governor Points With Pride

*12,000 handicapped workers
find work in Oklahoma in 1957-58*

FOR the third consecutive year Oklahoma's Governor, Raymond Gary, devoted the entire issue of his October Newsletter to the hire-the-handicapped program.

Governor Gary pointed with pride to the fact that during the past year 12,000 handicapped Oklahomans obtained productive employment over the State.

Governor Gary's support of the hire-the-handicapped program has been consistent since he entered office. The

following excerpts are from Governor Gary's October Newsletter.

"Since this is Employ the Handicapped Week in Oklahoma, I feel we should consider the subject more thoroughly than most of us usually do. I hope employers, in particular, will study their plants with an eye toward improving efficiency by hiring "handicapped" workers with special abilities their companies can use.

(Continued on p. 13)



Vending Stand Operator Proves Blindness No Handicap

Harry Sappington's warm personality attracts many customers to his Labor Department stand.

EDITOR'S NOTE: PERFORMANCE is delighted to publish a very human document from the pen of a very charming lady who is well known to all members of the staff in Washington, D. C. Mr. and Mrs. Harry Sappington have been operating the vending stand in the Department of Labor for almost a decade. Harry, who is totally blind, is always cheerful and friendly and is very popular with all of his customers. Equally so, Mrs. Sappington, who wrote the article which appears below, is invariably cheerful and helps Harry operate one of the many excellent blind vending stands in the Nation's Capital. For these reasons her article has special appeal to the members of the President's Committee who are sure our readers will have a similar reaction.

WHEN I asked my husband for a sketch of his life for your magazine, he was surprised and a little puzzled. That is because he feels no different from anyone else. However, being a very agreeable person, he did fill me in briefly on a few facts.

Harry was born 1906 in a small town or farming community near Frederick, Md. He lost his sight at the age of 6, as a result of a diphtheria infection. He attended local schools for 1½ years. However, because there were no local facilities to teach

the blind, his parents enrolled him in the Maryland School for the Blind at Overlea, Md. He was graduated from this institution in 1924, after having completed, along with the regular academic studies, a course in piano tuning. He also completed a course in music harmony and theory.

The next 15 years he spent in his parents' home where he did piano tuning, chair repairing and gardening. He also took a correspondence course in poultry raising. To continue in his own words:

"My hobbies were swimming, hiking, and fishing. I acquired a great deal of knowledge from my father in regard to flowers, plants, birds, and gardening.

"In 1940, having learned through relatives in Washington, D. C., of the Vending Stand Program, I came here and applied through the licensing agency of the Rehabilitation Service for a place in the vending stand program. I have been operating a stand since then under the supervision of the Washington Society for the Blind. One of my first stands was in the Office of Strategic Services, during World War II. In 1946, I was given a stand in the Labor Department where I have been since.

"In 1952 my stand was relocated and enlarged to include coffee, hot sandwiches, etc. I have had only normal reverses, the main one being a coronary attack which I suffered in 1953. Since my wife is a registered nurse, I have been in very good hands. We are happily settled in our own home, where our chief hobbies are books and music."

I cannot resist adding this personal note in regard to my husband. He is such a happy, capable, and well adjusted person. I have yet to realize that he cannot see, and never think of it unless someone mentions it. Then I always have the feeling that the person is speaking of someone else. Perhaps this is because Harry fixes everything around the house that needs fixing—hangs draperies, pictures and wall lights with perfect precision—plays scrabble and cards with me, types, operates with perfect ease a very com-

plicated Hi Fi System, composes music, and plays the piano. He also reads a lot and is better informed than most people on current events.



This photograph of Mrs. Sappington was posed and taken by Mr. Sappington. It was cropped from a 3- by 3-inch color snapshot.

Once when I was ill and not allowed out of bed, Harry took beautiful care of me, preparing all my trays and bringing them to my bedside. The food was always well prepared, tempting and attractively arranged. So, I am inclined to agree with one very distinguished gentleman who once addressed Harry thus:

"When I first saw you, Sir, I thought of you as being handicapped. Now, I have been watching you for some time and, Sir, you are not handicapped!"

Harry and I are extremely thankful for those special channels which are available to him and which enable him to exercise and to prove his capabilities.



Guest Editorial

Are We Making Full Use of Our Manpower?

ARTHUR S. FLEMMING
*Secretary of Health, Education,
and Welfare*

AT a time when individual talent, skill, and ability are at a premium, when the Nation's requirements for scientific, professional and technical manpower exceed anything in our history, we have good reason to pause and ask ourselves: Are we actually making full use of the manpower we already have available?

We cannot answer "Yes" to that question until we reach the point where every handicapped man and woman who has a job skill to offer finds a productive place in the Nation's labor force.

Thousands of handicapped workers today are demonstrating that a physical disability is not, in itself, a bar to usefulness and productivity on the job—yet other thousands are finding employment doors closed.

Wherever the question of handicapped workers has been explored and tested, one central fact has emerged: If they receive the rehabilitative services they need, and are placed in jobs for which they are well suited, they

perform at least as well as workers without handicaps—and sometimes better.

The President's Committee on Employment of the Physically Handicapped and its Governor's Committee affiliates in the States are doing a vitally important task in getting this simple fact across to employers and to the American public generally.

Many organizations, voluntary and public, are involved today in helping to resolve the often complicated problems of severely disabled people. In the Department of Health, Education, and Welfare, one agency—the Office of Vocational Rehabilitation—devotes its attention entirely to the needs of handicapped people, in close cooperation with the President's Committee, the State vocational rehabilitation agencies, and the Governors' Committees. This combined effort has helped make possible the record last year when 74,317 handicapped men and women were rehabilitated and placed in useful employment.

In many other ways, this Department is directly involved in meeting the problems of handicapped people—through the disability provisions of Old-Age and Survivors Insurance, through the Bureau of Public Assistance, the research and other work of the Public Health Service, the Office of Education, and the Children's Bureau.

Beyond the provision of services, we believe that a Department which is so deeply involved in the fortunes of handicapped people has an obligation to set an example in hiring them. For nearly 2 years, a committee of personnel officers, representing the separate agencies of the Department, has conducted a highly successful campaign to open up more job opportunities for

the handicapped in this Department. At the end of March of this year, more than 3,000 handicapped individuals, were employed in jobs for which they were well qualified.

We have subscribed fully to the idea that "It's Good Business to Hire the Handicapped." We are convinced also that "It's Good Government to Hire the Handicapped."

We consider it a privilege to join with the President's Committee, the U. S. Employment Service, their State counterparts, and the many other groups which today are making it possible for more and more handicapped men and women to achieve places of dignity and usefulness in our American society.

Governor Gary

(Continued from p. 9)

"The truth is we all have handicaps of one kind or another. The main difference between people is that some handicaps don't show.

"Everyone I have talked with who hires one or more persons with a disability has been pleased by the result. As a group, there are no more loyal nor dependable workers to be found than the "handicapped."

"Since it is harder for them to find jobs, they appreciate one when they get it. They'll put forth much more effort than most of us to keep it.

"Last year 12,000 handicapped Oklahomans got jobs. Our State ranks 6th in the Nation in the number of these people placed on jobs, which is an out-

standing record when you consider our population is far less than most States.

"Our fine record in this field is the result of approaching it with a cold business eye, instead of only with sympathy. You can only get jobs for people who can handle them.

"Both your State government and many city governments make a special effort to use people with disabilities in jobs suited for them. A special tribute is due those who handle personnel at Tinker Field, where about 18 percent of the employees have some kind of handicap."

Additional support to the hire-the-handicapped program was given this year by the Vance Air Force Base and the Tinker Air Force Base newspapers. Both installations have conducted an aggressive campaign to provide employment for impaired workers during recent years.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D. C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

Washington State Senator Honored



STATE Senator Francis Pearson, Chairman of the Public Service Board, State of Washington, was the recipient of the National Achievement Award, presented annually by the Fraternal Order of Eagles, for his courage in overcoming a disabling handicap and his inspiration to others with impairments. In the photograph Senator Pearson, left, is being presented with

the Achievement Award by Lawrence Leahy, past State President of Washington. The Award was made at the Eagles National Convention in Chicago in September. Others who received the Achievement Award in previous years are: Maj. Gen. Melvin J. Maas, Harold Russell, Past Commander of AMVETS, and Mayor Ray Mills, Mayor of Des Moines, Iowa.

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Performance

THE STORY OF THE HANDICAPPED



The President's Committee on Employment
of the Physically Handicapped

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Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of The President's Committee on Employment
of The Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Earl Bunting, Gordon M. Freeman
Vice Chairmen

William P. McCahill
Executive Secretary

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January 1959

Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

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Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, and the Director of the Office of Civil and Defense Mobilization.

Printing of this publication approved by Director,
Bureau of the Budget, June 21, 1956



Left to right are two long-time friends of the President's Committee, Senator Lister Hill and Senator John Sparkman. Behind the lectern Dr. W. C. Hannon receives Alabama's Physician's Award of the Year from General Maas. On the right is Marion A. Boyette, Jr., Vice Chairman of the Montgomery Regional Meeting.

Southern Hospitality Highlights Regional Meeting in Montgomery

BLESSED with a week of perfect weather and record attendance, the Southern Regional Meeting of the President's Committee in Montgomery, Ala., November 13-14, was conducted from start to finish in the finest traditions of true Southern hospitality.

More than 300 thronged the building and grounds of the historic Governor's Mansion where they were reception guests of Gov. and Mrs. James E. Folsom. In the receiving line with Mrs. Folsom were, among others, Mrs. Ellis Stewart, wife of Alabama's NEPH Chairman; Mrs. Marion Boyette, Jr., wife of the NEPH Secretary; and Maj. Gen. Melvin J. Maas, Chairman of the President's Committee.

Governor Folsom also was host to approximately 30 wheelchair basketball

players and wheelchair square dancers from Tennessee and Alabama, who were dinner guests at Montgomery's famed Elite Restaurant. Both U. S. Senator Lister Hill and U. S. Senator John Sparkman, who have championed the cause of the President's Committee since its inception, attended all of Friday's sessions.

Sharers in the State's hospitality were the State Chairmen and Secretaries of the six participating States, who enjoyed a sumptuous State breakfast Friday morning in the Jefferson Davis Hotel.

Regional Meeting Chairman was Ellis Stewart, Alabama NEPH Chairman, and Vice Chairman was Marion A. Boyette, Jr., Alabama's Executive Secretary.

Sessions were interesting and well

attended. At the conclusion of the general session on Friday morning, Clifford Clarke, Chairman of the Georgia Governor's Committee, ended his report to the conference with an invitation from the State of Georgia for the President's Committee to hold its 1960 Southern Regional Meeting in Atlanta.

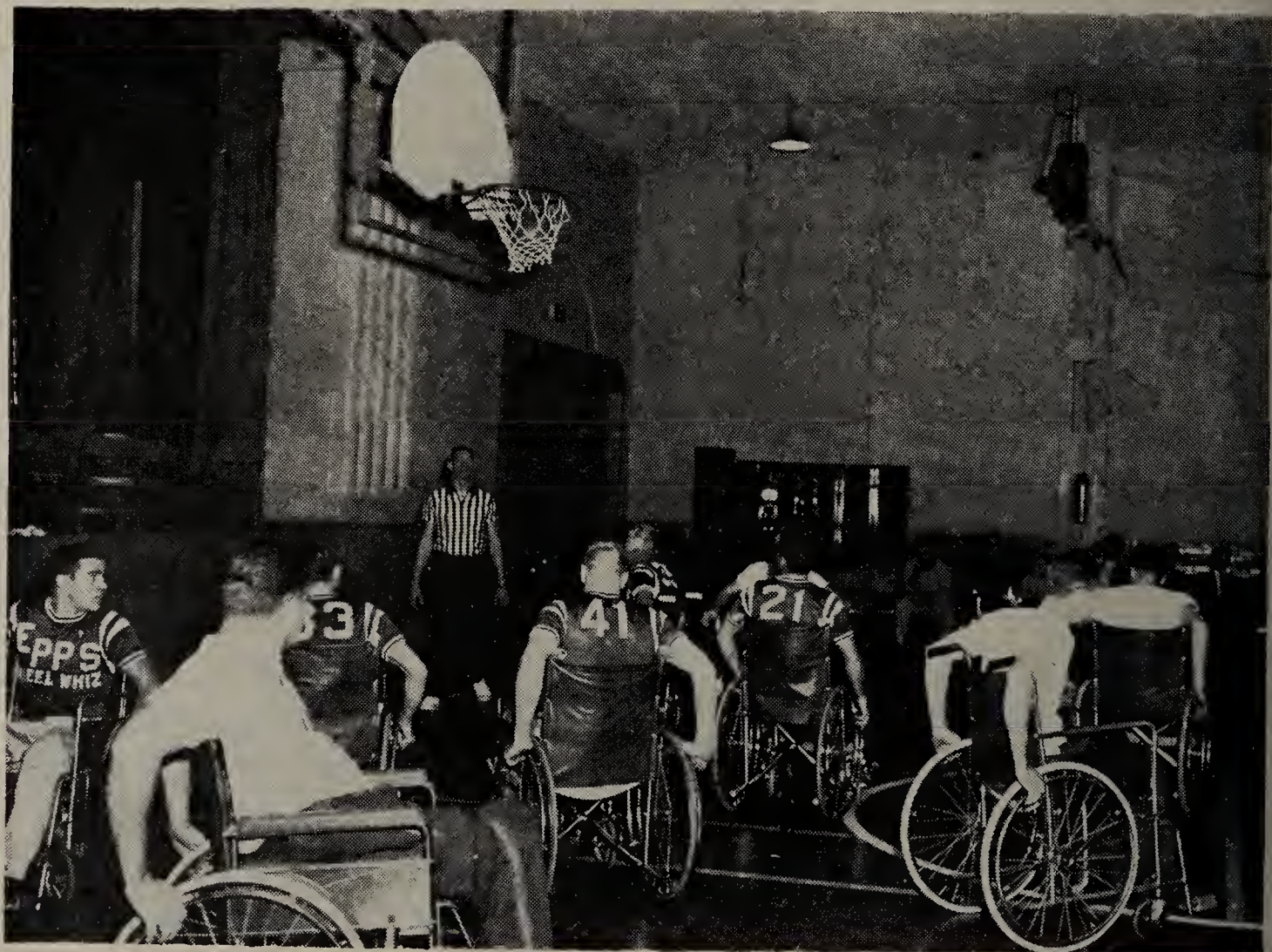
Thursday and Friday morning sessions were held at the Jefferson Davis Hotel, with delegates attending from South Carolina, Georgia, Florida, Alabama, Mississippi, and Tennessee. Friday's employer luncheon and open forum discussion were in the Blue and Grey Room of the Whitley Hotel.

General Maas awarded the President's Committee Citation for Meritorious Service to Governor Folsom for

his long record of exceptional contributions to the program for employment of the handicapped.

About 300 persons at the Friday luncheon heard Justin Johnson, Special Projects Director of Hughes Aircraft in Culver City, Calif. Johnson also showed the film, "Employees Only." Hughes employs a great many handicapped men and women. Johnson said that employment of the handicapped, which Howard Hughes started as a humane gesture in 1946, has turned out to be a most profitable investment for the mammoth west coast firm, whose hundreds of handicapped employees have turned out to be among their best, safest, and most loyal workers. Johnson says that Hughes has never had a

About 400 persons watched as the Birmingham Magicians dropped a 62-35 wheelchair basketball game to the Chattanooga Big Wheels. Between halves two sets of wheelchair square dancers entertained with a minuet and other dances.



Georgia puts in a bid for the 1960 Southern Regional Meeting. State Governor's Committee Chairman Clifford M. Clarke (left) points out advantages to Lawrence T. Burdick of the President's Committee staff and coordinator of the 1958 meeting.



lost time accident case or a workmen's compensation claim under California's second injury law involving a handicapped employee.

On Thursday evening at Montgomery's Fort Dixie Graves Armory, the conferees watched two well-matched wheelchair basketball teams, one from Alabama and one from Tennessee, in competition, with the Tennessee team winning. Two sets of wheelchair dancers entertained between periods of the game. Music at the game was furnished by the 604th Air Force Band from Maxwell Field Air Force Base.

A featured speaker at Friday morning's general session, was Erle Cocke, Atlanta, Past National Commander of the American Legion. Cocke's story is one of many a miraculous escape from death. He was a prisoner of the Germans and led repeated prison breaks in attempts to rejoin his unit. On one of these attempts he was mowed down by multiple machine gun bullets and afterwards the German officer in charge of the execution detail, noting that Cocke was still alive, shot him through the head with his pistol. Cocke, however, survived even this ordeal when some sympathetic peasants found him still breathing and hid him from the Germans until he recovered. Today he is Vice President of Delta Airline.

Presiding at Thursday's inter-agency luncheon was William U. Norwood, Jr., Tallahassee, Past President of the Interstate Conference of State Employment Security Agencies. On the luncheon program with him were four of Washington's top specialists in the fields of rehabilitation and employment of the handicapped: Earl T. Klein, Bureau of Employment Security; E. Emory Ferebee, Office of Vocational Rehabilitation; Dr. Dwight York, Veterans Administration; and Daniel Pruitt, Deputy Director of Civilian Personnel, United States Air Force.

A most effective part of the program was a series of brief reports, one by each of the six State Chairmen, which concluded Friday morning's general session. The State Chairmen were in general agreement that the key to good local committees and an effective year-round program is a full-time, paid, executive secretary to the Governor's Committee.

The final session of the conference was an open forum presided over by E. B. Whitten, who formerly headed

(Continued on p. 13)



A New Year Message from the Chairman

WE are entering a new year. All of the thousands of dedicated volunteers who have participated in the national program to widen the area of job opportunity for physically handicapped workers are to be congratulated for their selfless devotion to our wonderful cause.

I would like to think that we all face the new year with a new sense of devotion—a rededication to the task which continually lies before us. Of most importance in the future is the development of more and more community committees. The foundation of our program, our most important goal, is never to forget that “Hiring the Handicapped Begins at Home.”

From the accomplishments of the past, we can feel a self-rewarding sense of happiness which should help us to have the strength to go on into the new year with supreme confidence and ultimate faith that we will finally win our unending battle.

Melvin J. Maas



PRESIDENT'S COMMITTEE MEMBER'S CREED

I BELIEVE

That the physically handicapped should be given equal opportunity to choose and prepare for occupations commensurate with their physical abilities and their potentialities for learning and acquiring skills.

That the physically handicapped should be given equal opportunity with others similarly qualified, in selection, appointment, and advancement in employment.

I PLEDGE

My best efforts in following these principles in my own employment practices;

My support of practical programs designed to achieve the foregoing principles;

My assistance in every feasible way to acquaint the public generally and employers specifically with these principles.

LENS MAKER HONORED

THE importance of employing qualified handicapped people was cited recently when a New York City optical firm received an award for hiring and increasing industrial acceptance of disabled people.

Philip Salvatori, President of Obrig Laboratories, Inc., 75 East 55th Street, New York City, accepted the award from the Institute for the Crippled and Disabled before an audience of New York government, business, and labor leaders, headed by Lt. Gov. George B. DeLuca, in the main auditorium of the Institute's rehabilitation center at 23d Street and First Avenue.

In accepting the award, Mr. Salvatori said that his firm employs 20 handicapped people whose rehabilitation included training in the making of optical lenses at the firm's New York City and Sarasota, Fla., plants. Most work is in the production department where they manufacture a wide range of optical devices in accordance with strict specifications.

Mr. Salvatori said that he had established a policy of employing qualified handicapped people after he himself had been successfully rehabilitated following a disabling automobile accident. Many of his handicapped employees are graduates of the Institute for the Crippled and Disabled's optical mechanics training program.

"I have never had to regret the hiring of a handicapped person who had been properly trained for our type of work," Mr. Salvatori said. "Disabled people have to work harder than the able-bodied to prepare themselves for em-

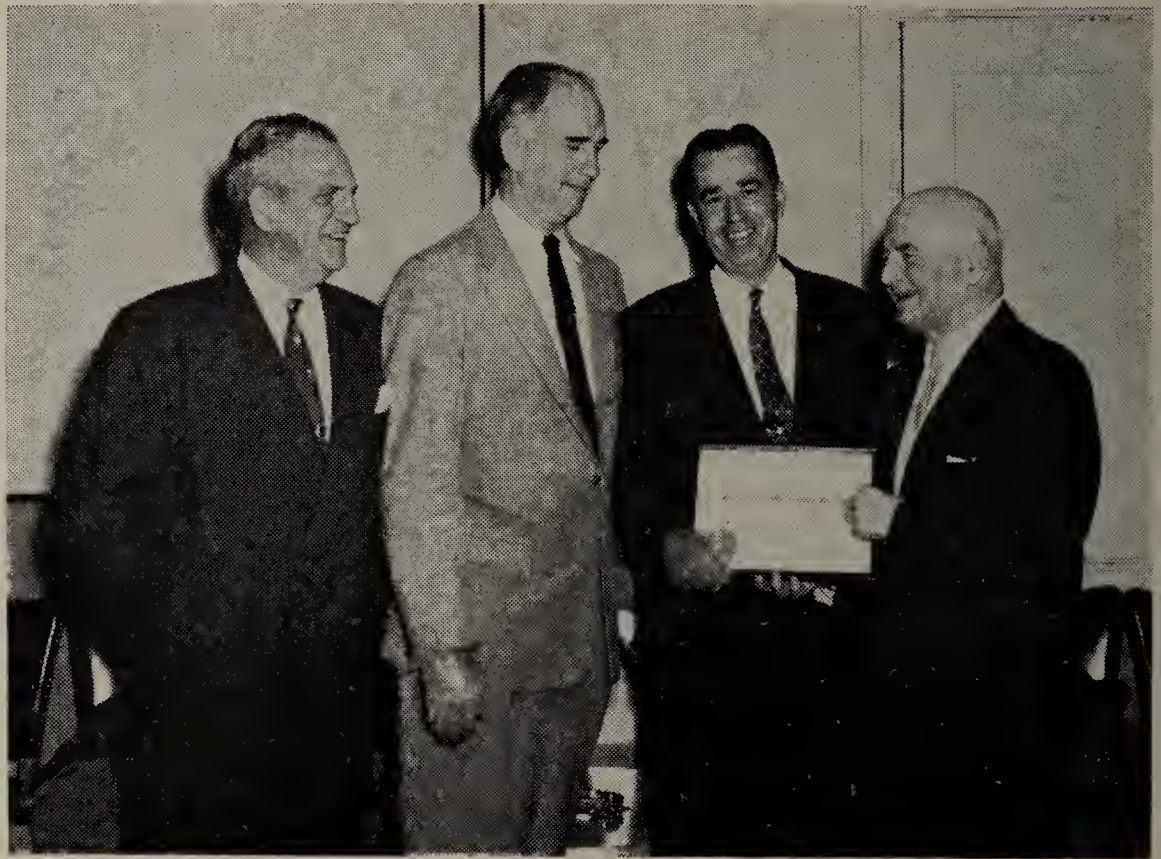
ployment. Modern rehabilitation, such as goes on here at the Institute for the Crippled and Disabled, is very effective in matching a man's abilities and a job. I have yet to meet a rehabilitated handicapped man who did not have an overwhelming desire to succeed."

The presentation to Mr. Salvatori was made by Robert G. Collier, an executive of the Great Atlantic & Pacific Tea Co., who serves as the Chairman of the Institute's Business Advisory Council. Mr. Collier said that Obrig Laboratories had been selected to receive the award from among more than 100 New York City business firms.

Others who emphasized the role of rehabilitated handicapped people in industry were Willis C. Gorthy, Director of the Institute for the Crippled and Disabled; Orin Lehman, Chairman of Governor Averell Harriman's New York State Committee on "Employ the Physically Handicapped," and Thomas Jefferson Miley, Chairman, New York City Sub-Committee of the Governor's Committee.

The presentation was one of a series of events marking New York's observance of "National Employ the Physically Handicapped Week," October 5-11, 1958. After witnessing the presentation, those attending were conducted through the patient areas of the Institute for the Crippled and Disabled. Later in the day, they attended a luncheon at the Waldorf Astoria Hotel where Governor Harriman and Henry Viscardi, President of Abilities, Inc., were the speakers.

Arthur W. Motley Receives Citation



HONORED during November in ceremonies at the National Press Club in Washington for his services to the handicapped was Arthur W. Motley, second from right, as he received the President's Committee Citation for Meritorious Service from Maj. Gen. Melvin J. Maas (right), Chairman of the President's Committee. Motley had just been named Director of the Bureau of Labor Standards. Shown left to right are Edward L. Keenan, newly named Deputy Assistant Director of Manpower for the Office of Civil and

Defense Mobilization and Robert C. Goodwin, Director of the Bureau of Employment Security.

Motley was honored for his services to the handicapped the past 10 years as head of the U. S. Employment Service. He is a career employee with 38 years experience in Government employment programs, dating back to 1920 when he was named manager of the Erie, Pa., Employment Office. In 1933 he was appointed State Director of the Pennsylvania State Employment Service.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

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Outdoor Advertising Companies Back Handicapped Program

THROUGH the cooperation of the outdoor advertising industry and the Advertising Council, 3200 billboards throughout the United States this fall carried the message "Build a Better America . . . Employ the Handicapped." Typical of this cooperation was the support given by the Donnelly Advertising Corp. of Pennsylvania.

The above photograph was taken just before the annual dinner of the Scranton Community Committee for Employment of the Physically Handicapped, held at the Hotel Casey, Scranton, Pa. The poster in the background was located in the heart of the central business section of Scranton.

Principal speaker at the dinner was Dr. Edward L. Bortz, internationally

famous medical authority on handicapped workers. He is shown being greeted by Mayor James T. Hanlon.

Others in the photo, left to right, are members of the Executive Board of the Scranton Committee: John E. McDonald, Publicity; Robert Vogelbacher, Dinner; Kenneth Wheeler, Reception; Francis Monohan, Secretary of Governor's Committee; Stanley A. Simrell, Manager, Scranton Employment Office; Dr. Bortz; Mayor Hanlon; Mrs. Joseph Walsh, Television and Radio; Genevieve Patrick, Labor; Mrs. Gertrude L. Freedman, Secretary; Cyril Kane, General Chairman; John Holleran, President, Scranton Central Labor Union; George Wilson, Employment Labor Representative; and Felix Anneciswicz, Veterans Representative.

The Gift of the Handicapped

By J. S. Stevens, Olympia, Wash., Mayor's Committee on
Employment of the Physically Handicapped

MAN, in his never-ending quest for knowledge, does well to study nature. He there learns that nature, in imposing the law of the survival of the fittest, alleviates the harshness of that law to the handicapped by the law of compensation. A person who has lost his sight soon acquires a more acute sense of hearing and touch, as compensation. A quickening of all his remaining senses usually occurs.

History is replete with examples of physically handicapped persons who have attained brilliant successes in spite of their handicaps, or is it because of those handicaps?

No one really knows the real capacity of the human mind. It is said that we humans ordinarily use but a minute portion of our mental capacity. When some unfortunate accident occurs which robs one of us of one of our faculties, nature seems to marshall its mysterious forces and soon has rebuilt all the remaining faculties to the point where this person becomes more efficient than the rest of us, and needs but understanding and proper leadership from the rest of us to become again a useful member of our community. Rather than the physically handicapped ones, perhaps we should refer to them as the gifted ones, for such they can readily become with intelligent assistance.

The "gifted ones" are not really looking for a good samaritan to pick them up and carry them home. They are not of the wounded! They are

not of the dying! They are merely lost for a time and need us only to show them the way and to point out the end of their detour. The "gifted ones" do not want us to support them. They actually want, and would be happy, to support us! Look about you. Among your own people you will see examples of how the "gifted ones" utilize those faculties which yet remain to them.

In the lobby of the Olympia Post Office a refreshment stand is operated by a blind "gifted one." He will greet you, you who are perhaps a stranger to him, quite cheerfully. If you begin to frequent his little business, he somehow learns your name and quickly learns to recognize you by the sound of your step. Soon he greets you by name as you approach his stand. Can we do this? Perhaps we could but we do not. He does it as a matter of course and thinks little of it. He has acquired the "gift." So works this law of compensation.

Speak to the parents of the "gifted ones." Consult with their doctors, or discuss it with their employers. The parents see them begin to develop, the doctor guides them along and marvels at their progress, the employer sensible enough to find proper places for them, applauds their accomplishments.

It behooves us, of the majority of the "ungifted ones," to give assistance with proper understanding and intelligence, and so time it, that our "gifted ones" do not wither on the vine because of our indifference or neglect.

Washington's Governor Cited



GOV. ALBERT ROSELLINI of Washington was honored at the Annual Meeting of the Washington State Governor's Employ the Handicapped Committee on October 9, 1958, in Olympia.

Governor Rosellini received a plaque from the department headquarters of the chartered veterans' organizations for his efforts in promoting employment of disabled veterans.

Left to right: Wayne Sheirbon, Dis-

abled American Veterans; Capt. Chester J. Chastek, USNR, Selective Service Director for Washington State; William N. Weaver, Director, Washington State Veterans' Rehabilitation Council, making the presentation; Governor Rosellini; S. F. Schalinske, Jr. Vice Commander, Veteran of Foreign Wars, Department of Washington; Henry Kruse, Department Legislative Chairman, American Legion.

35 Personal Injuries for Every Fatal Traffic Accident

GENERAL MAAS, Chairman of the President's Committee, has emphasized for years the ever-present possibility of serious disability on the highways. PERFORMANCE prints the following news item from the National Safety Council which more than corroborates the General's position:

"It costs society about \$27,700 for the death of every person in an auto

accident. But if you add to that the costs of 35 personal injury and 240 property damage accidents for every fatal accident, the total bill per fatality is more than \$135,000.

"With 38,500 persons killed in traffic last year, the full cost of highway accidents, including nonfatal injuries and property damage, was \$5,300,000,000."

Hiring the Handicapped in the Land of the Maple Leaf

By W. Thomson, Director of Employment
Unemployment Insurance Commission
National Employment Service, Ottawa, Canada

THE valuable contribution to the Canadian labor force which can be made by workers with disabilities is being recognized to an increasing degree by employers and the public generally. Year after year as larger numbers of the physically handicapped have been selectively placed in employment, they have demonstrated to all that disability and productivity are not incompatible but frequently go hand in hand. To obtain some idea of how this is being accomplished, one must first know something of the background of Canadian services to the disabled.

From the inception of the National Employment Service by the Unemployment Insurance Commission in 1941, the peculiar employment needs of the handicapped were recognized and trained Special Placement Officers were provided in local employment offices across the country to supply employment counselling and selective placement services. In dealing with cases in these early years it soon became evident that many were not in fact capable of competing in the employment market but required further rehabilitation services before going to work.

Subsequent study and consultation involving the Unemployment Insurance Commission, Federal Departments of Health and Welfare, Labor, and Veter-

ans Affairs, the Provincial Governments, and the principal private agencies in the field resulted in the development of a coordinated plan of rehabilitation which is now in operation in all 10 Provinces, with each responsible for its own program and costs shared by the Federal Government. While the scope of these programs varies considerably, placement of the rehabilitant in all Provinces is carried out by Special Placement Officers of National Employment Service. Thus the primary responsibility for publicity and public education regarding the employment of the disabled has rested with this Federal department. The Provinces and private agencies with rehabilitation interests, of course, have done a great deal in this connection, although largely on a local basis.

No National Employ the Handicapped Week is held in Canada, although such programs are staged locally in approximately 20 of the larger cities. Sponsored generally by a community group which includes representatives of the local employment office, they are usually timed to coincide with the week so designated by the President in the United States so that they may take advantage of the extensive American publicity then current. Full use is made of newspapers, radio, and television, as well as window displays in

some larger stores, and the local employment office usually intensifies its employer contact program by mailing lists of qualified handicapped workers to business firms in the area.

National efforts are of a more continuing nature, being spread over the entire year. Since 1956, large posters have been continuously displayed from Vancouver to Halifax featuring a "Hire the Handicapped" message. A new poster is designed each year and supplies are distributed by the Poster Advertising Association of Canada with its member companies contributing billboard space as it becomes vacant. The poster currently in use carries the slogan "Hire the Handicapped—It's Good Business."

Two films, "Everybody's Handicapped" and "Call It Rehabilitation," have been prepared under the auspices of the Civilian Rehabilitation Branch of the Department of Labor. Promotion of these films and arrangements for their screening were organized by officials of some two hundred local employment offices across the country and

resulted in their being seen by thousands.

Periodically a program in the Department of Labor radio series, "Canada At Work," is devoted to employment of the handicapped. This taped series is carried by radio stations from coast to coast as a public service.

Probably the greatest single factor in the entire educational program, however, is the Special Placement Officer of the National Employment Service who, in his day-to-day visits to employers, has done a great deal to break down the barriers traditionally raised against employing the handicapped. The success of their efforts is best illustrated by the number of handicapped persons placed by them—a number which has increased year by year.

Although the attitude of the public and employers has improved considerably there is still plenty of room for improvement, and even greater efforts will be required in the future if we are to come even close to our goal of universal acceptance of the handicapped

(Continued on p. 13)

CANADA'S 1957 BILLBOARD POSTER.—The actual poster used iridescent colors to a large extent.

HIRE THE HANDICAPPED
IT'S *Good* BUSINESS!

CALL YOUR **NATIONAL EMPLOYMENT OFFICE**

UNEMPLOYMENT INSURANCE COMMISSION

Contributed by

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as a Community Service



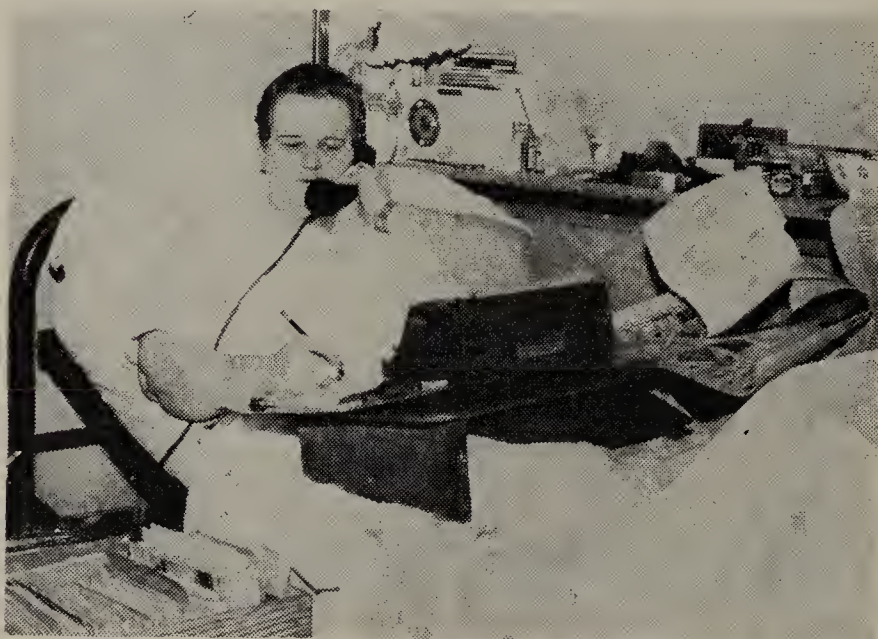
BUSINESS AS USUAL

FROM within the confines of a small, ranch-style cottage in Temple City, Calif., comes the following story of a courageous woman to whom a physical handicap has served only to intensify a love of life, of fellowman, and a continued reaffirmation of her faith in God.

It's "business as usual" for Miss Dorothy M. Miller, Women's Editor of the Temple City Times, a community weekly newspaper for which she has worked for these past 13 years. A telephone, a lap board on which a portable typewriter rests, and the dozens of persons in and out during

Being confined to bed for any length of time isn't a new experience for Miss Miller. Stricken with osteomyelitis at the height of a teaching and dramatic career, she spent 10 years in bed. In fact, the trip to California was made via ambulance and by train on a stretcher.

During those 10 years, undaunted by her disability and reassured by the faith her family and friends gave, it was business as usual! Putting her artistic talents to work, she developed a business while still "flat on her back" whether at home or in the hospital. She created gifts made from leather,



Dorothy M. Miller maintains her workload from her bed rather than from her desk.

the day and evening, make up the working routine of this newspaper woman confined to bed since July 1. Her office workers shuttle mail, copy, and proofs back and forth daily as she maintains her workload from the bed, rather than from her desk. The telephone serves to keep her in touch with hundreds of persons, clubs and events, which ordinarily she would be "covering" in person. Yes, it's business as usual!

wood, cork, and other materials. As an alumnae member of her sorority, from her bed she redesigned the sorority house. Architectural plans were drawn, materials selected, furnishing chosen. The day before she was brought to California, the sorority arranged for an ambulance to take her to the house she had redesigned and she was carried throughout the rooms which she had helped refurnish.

Not only that, her faith in God and

her church work gave impetus and the added strength she needed to actually do all the plans, art work, architectural and drafting plans for a crypt chapel in St. James Episcopal Church, Bozeman, Mont., the town in which she lived. Using the rector's eyes, the work was directed from her bedside to its completion. On the day of its consecration by the Bishop of Montana, she was carried on a stretcher down the stairs to the chapel and saw her "dream come true." The chapel, dedicated as the Chapel of the Resurrection, today still stands as a living memorial to one who is still proving that it's ability not disability that counts . . . that it is the *ability to go on*, in spite of physical handicaps, that enables a human to secure himself in society as *needed* individual.

This year, along with duties at the newspaper, Miss Miller handles all the public relations for the California Federation of Business and Professional Women's Clubs, an organization to

which she has belonged for more than 12 years. She's a past president of her Temple City BPW Club, currently is serving her second year as editor of the monthly newspaper of the Sierra Mar District of the BPW Federation. A dedicated member of this world's largest organization for business and professional women, she carries on her tasks "as usual" whether she's able to get around via her crutches and wheelchair, or from her bed.

As a past national president of Indoor Sports' Club, Inc., an organization devoted to the physically handicapped, and founded in 1930 in California, she is still active. She's a member of Quota Club International, a women's service club, and in addition, belongs to innumerable civic and community as well as other national organizations. In whatever group she finds herself, she's serving with a devotion born in that rededication to God and His Work when she was stricken years ago.

Yes, it's business as usual!

Southern Regional Meeting

(Continued from p. 3)

Mississippi's State rehabilitation program and is now in Washington, D. C., as Executive Director of the National Rehabilitation Association. His working panel consisted of three major employers of handicapped workers from participating States.

Back in Washington following the meeting, General Maas wrote to Governor Folsom and said, "The Southern Regional Meeting was one of the finest regional conferences of the President's Committee that I have ever attended."

Land of Maple Leaf

(Continued from p. 11)

as good employment prospects. There is some reason for optimism, however, for rehabilitation services are improving with increased facilities for vocational training and retraining. This, along with a continued program of education must result in fewer placement problems and make the outlook brighter for the handicapped Canadian whose principal desire is to be recognized, not as a disabled person who happens to be able to work, but as a qualified worker who happens to be disabled.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D. C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

He Has the World in a Bag

EMIL BLASKE, paralyzed war veteran of McKinney, Tex., has the world in a bag—a sausage bag.

Confined to a wheelchair because of a severed spinal cord, the 45-year-old veteran has turned a hobby into a fast growing business. He manufactures the cloth casings used by meat packers in making pork sausage.

In his new plant in McKinney, he, his wife, and one full-time employee cut, label and sew the casings.

This fall, Blaske expects production to reach 20,000 bags a week.

A rifleman with the 36th Division near Tenbon, France, in September, 1944, Blaske was helping set up a road block when a German artillery barrage came in. His spinal cord was severed leaving him paralyzed from the waist down for life.

After lengthy hospitalization and preliminary rehabilitation in the VA hospital in Memphis, Tenn., Blaske was referred to VA's regional office in Dallas, Tex., for vocational training.

VA vocational counselors found that Blaske had finished only seven grades of grammar school and had worked for 10 years as a textile weaver. They also learned he had taken up leather-

craft as a hobby in the hospital. Because of his dexterity and artistic interest, they suggested that he learn the art leather goods business.

VA installed equipment in his home and also provided an instructor who visited him regularly. For 17 months he studied the craft and marketed hand-tooled wallets in stores in Dallas and Fort Worth.

"Business was pretty slow," he recalled. "Then one day I saw an ad in the paper by a meat packer who wanted to hire people to sew sausage bags. I answered it."

His first order was for 500 bags, which he stitched on VA's leather-sewing machine. Then more orders came in. Before long he was swamped. Finally he had to give up making wallets for making sausage casings.

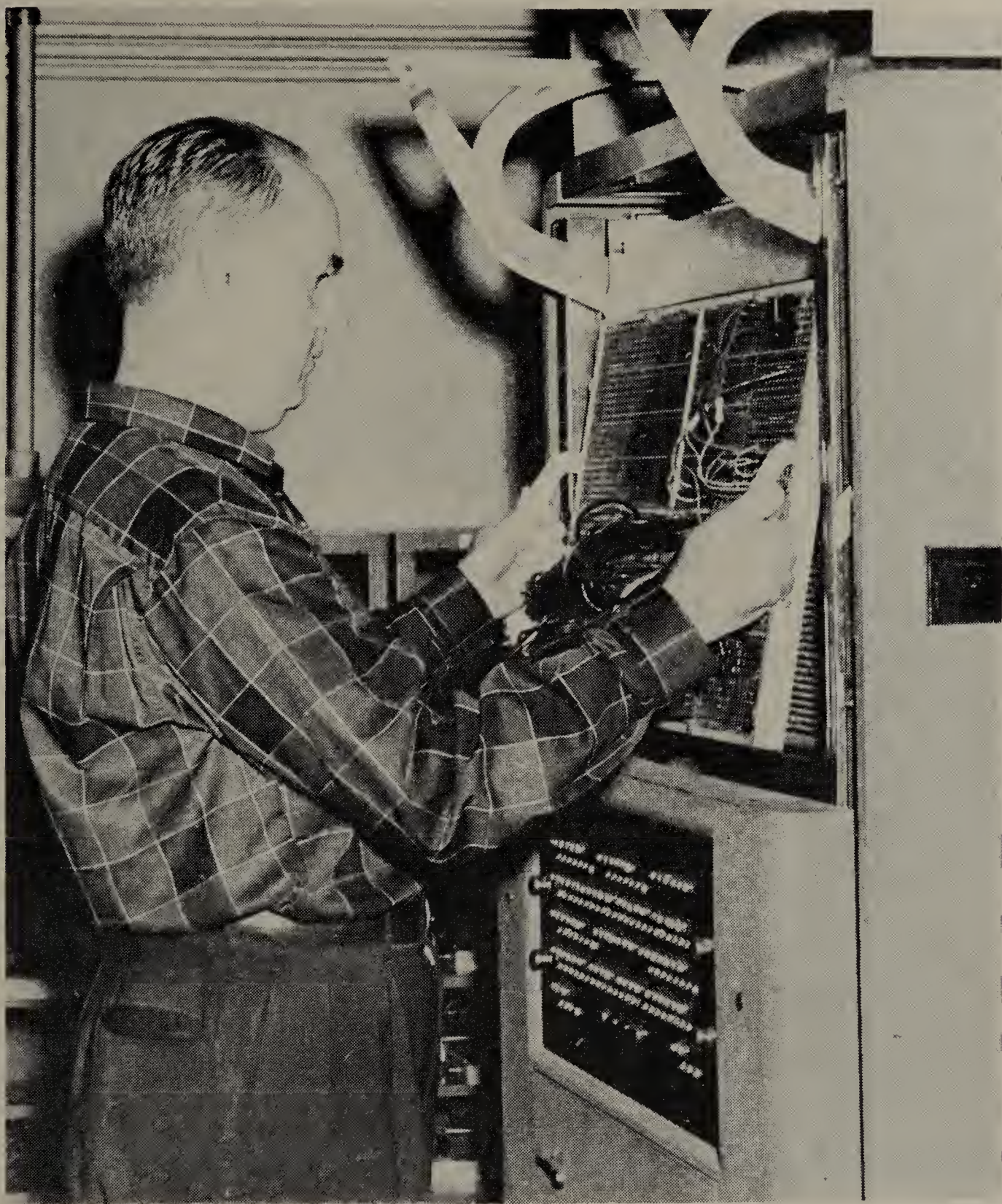
That was 8 years ago. Recently his business had grown so large he had to move it from his home to a 1,200-square foot plant in McKinney.

Blaske had this advice for other disabled veterans still traveling the long road toward rehabilitation: "Never give up. Do something, anything. You never know where it will lead."

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THE STORY OF THE HANDICAPPED



Handicapped Worker Performs Electronic Magic

The President's Committee on Employment
of the Physically Handicapped

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THE STORY OF THE HANDICAPPED

Monthly Publication of The President's Committee on Employment
of The Physically Handicapped

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February 1959

Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

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The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, and the Director of the Office of Civil and Defense Mobilization.

Printing of this publication approved by Director,
Bureau of the Budget, June 21, 1956

Blind Man Runs Computer At Thruway Headquarters

THE 538-mile New York State Thruway, over which 46½ million trips were made last year for a total distance of a billion and three-quarter miles, is the world's greatest toll expressway. So complex is the job of maintaining its records that an electronic Univac File-Computer, a Remington Rand unit, is used to do the Thruway's calculating.

Running the computer is a man who has never seen it, 45-year-old James Stephens of Albany. Stephens, who has worked for the Thruway for nearly 3 years, has been totally blind since 1941. (See cover photo.)

Stephens is Chief Programmer

The Thruway's File Computer was installed at Albany headquarters in 1957, and by that time Stephens had been with the Thruway for a year, working with punched-card equipment then being used. The Thruway transferred him to computer operation, where he began by feeding cards into the huge machine, which processes Thruway toll cards at the rate of 27,000 an hour. Later, Stephens took a Remington Rand course in "programming" for the computer and is now chief programmer for the big machine. As such, he works out the complex patterns the machine follows in solving each of the problems the Thruway staff presents to the computer.

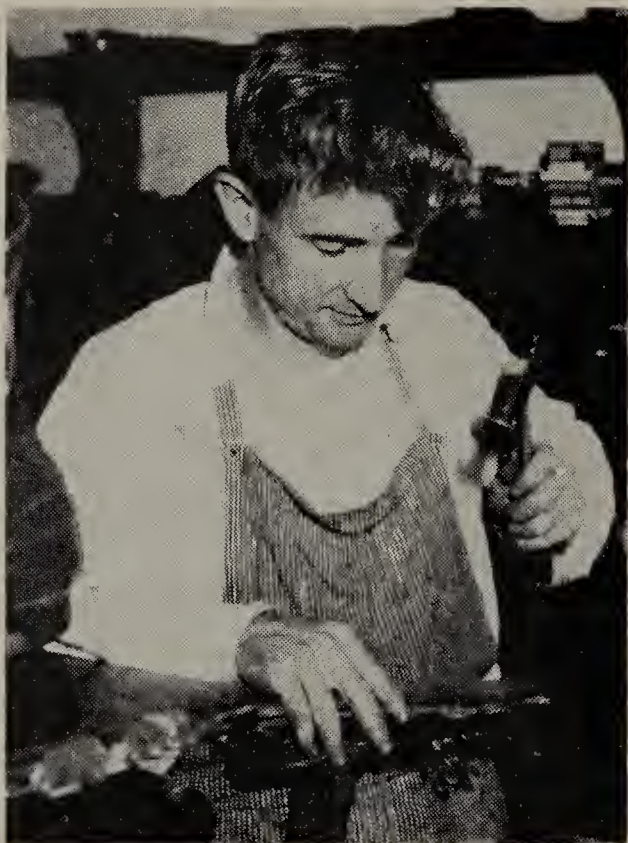
The "program boards" with which

Jim Stephens works are complex mazes of wires and would be confusing even to a man with his sight unimpaired. The computer, for instance, has to be made ready to accept the road's basic "program" which involves a startling total of 13,320 different combinations of toll rates, and after this basic data is fed into the machine, there are constant variations of the program as needed information is both fed into and withdrawn from the computer.

Each day the Thruway has to know how many trips by what kinds of vehicles were made over the road, their total mileage, and the total toll revenue. Thruway management also gets a complete traffic breakdown for each of the road's exit stations, and a tabulation of "point to point combinations" which shows how many and what kind of vehicles traveled from, say, Spring Valley to Albany, or Utica to Syracuse. All this, and more, the Univac File-Computer provides with almost 100 percent accuracy, with the sightless Mr. Stephens guiding the machine through its day's work.

Guiding Mr. Stephens is Garlo, his Seeing-Eye dog, who has been with him for 4 years. Garlo accompanies Stephens to work each day and spends his 8 hours snoozing on the floor of the Thruway's Tabulating Department. "This job is ruining him," says Stephens. "He's getting a bit lazy, I'm afraid."

(Continued on p. 11)



Rehab Gives Paraplegic New Lease On Life

Vernon McClanahan pursues new trade as a shoe repairman.

EDITOR'S NOTE: *A heart-warming story comes from the pen of Larry Wickline, reporter on the Beckley, W. Va., Register and Post-Herald. E. J. Hodel, Editor, graciously allowed Performance permission to reprint the story and a photograph of Vernon McClanahan.*

VERNON McCLANAHAN, 26, of Piney View, W. Va., recently became the owner and operator of a shoe repair business on Pump Street in Mount Hope through the efforts of the Division of Vocational Rehabilitation.

McClanahan is a paraplegic—both his feet and the lower part of both legs are paralyzed. He can walk only with the aid of braces and crutches.

In 1955, McClanahan was working in a steel mill in Chicago, Ill. During the Christmas holidays, he visited his family at Meadow Bridge. On Christmas Day he and several of his friends were riding an automobile near Quinimont. The vehicle hit a slick place

in the road, skidded, and plunged over an embankment.

McClanahan was rushed to the Raleigh General Hospital where he was treated for 3 days before being transferred to the Beckley Veterans Administration Hospital. At the VA hospital he learned that his feet had been paralyzed as the result of injuries sustained in the accident.

On February 5, 1956, McClanahan was transferred from the Beckley VA Hospital to McGuire VA Hospital in Richmond, Va. In Richmond he was treated and taught to use braces and crutches to move himself about. He spent 10 months in the Richmond hospital.

Upon his discharge from the hospital in November 1956, McClanahan returned to Meadow Bridge to live with his family. Shortly after his return his family moved to Piney View.

Without McClanahan knowing about it, the history of his case and condition

(Continued on p. 11)

VA Helping Many To Recover Speech

MEN who have lost the ability to speak or understand language are learning to talk again with the aid of volunteers at Veterans' Administration hospitals, the VA announced.

These are veteran patients whose brain injury from wounds, strokes, or other diseases has made them unable to coordinate their thinking or associate words with the objects for which the words stand. Their condition is known as aphasia.

Slowly and patiently they must be taught to associate words with things and form sentences to express meaning.

After receiving special training at VA hospitals, housewives, retired military and businessmen, and other volunteers from the community help the disabled veterans practice speech each day.

Working under the guidance of specialists in speech, along with the physician and psychologist, the volunteer holds a card with a word printed on it in front of the patient.

"This is something you find in the winter," the volunteer may say. "What is it?"

"S-s-s," the veteran replies, trying to form a word, "S-snow."

At some VA hospitals, a special machine that plays a sound tape on cards is used in speech therapy for patients

with aphasia. It shows a picture of an object, speaks its name, and shows the word to the patient on a card simultaneously. The patient repeats the individual word as clearly as he can and the volunteer listens to his pronunciation and helps him correct it as needed.

Thus through practice and repetition, many VA aphasia patients are helped to overcome their disability.

Volunteers Important

VA doctors feel volunteers make a valuable contribution in such speech therapy, not only through the actual mechanics of practicing speech but through their personalities which help patients relax and bring out their best efforts.

"A patient overcoming aphasia often gains more confidence from knowing he can talk even slowly and with difficulty to someone from outside the hospital than from communicating with hospital personnel," said Dr. A. B. C. Knudson, VA director of physical medicine and rehabilitation in Washington, D.C.

Volunteers are helping in the speech therapy programs of VA hospitals at Durham, N.C., Memphis, Tenn., Los Angeles, Calif., Biloxi, Miss., New Orleans, La., East Orange, N.J., Brooklyn, N.Y., and many other locations.

Julie Harris Charms Deaf Students at Gallaudet

By J. Roland Hays

JULIE HARRIS, one of the Nation's top performers, charmed an audience of 350 deaf students at Gallaudet College, Washington, D.C., November 10.

The highlight of the whole affair was Miss Harris' moving recitation of the Lord's Prayer in sign language.

A little after 4 p.m., Miss Harris was escorted to the front of the auditorium amid a deafening clapping of appreciative hands. Her attractive smile and graciousness were immediately infectious to all around her. A school official introduced Miss Harris to the audience in a normal speaking voice, while a woman interpreter translated what he was saying into sign language. Julie then came up on the stage. She told the students how happy she was to be there and then proceeded to answer questions put to her by various students. As she answered their questions, a woman interpreter standing beside her translated into sign language.

Miss Harris told of her experience in playing the role of a deaf girl in the television production of "Johnny Belinda." She said that at no time did she have any cotton in her ears to shut out what was going on around her, but tried to become oblivious to disturbing sounds by imagining herself as being unable to hear; that is, concentrating on the role she was playing. She said she tried to picture what it would be like not being able to hear or talk and yet at times making every

effort to communicate with others.

She mentioned that she had not seen the movie, "Johnny Belinda." She also told how she learned to speak with her hands for the part and how much time was spent in learning to do this. She said that she first had contact with the deaf when going to school. There was a deaf girl in her class who read lips and was able to attend classes without difficulty in this way. The girl later operated a successful small bookshop.

Deaf Could Be Directors

When asked what it took to be an actress or actor, she said that physical appearance was not uppermost, but the ability to feel the part you are playing and project it believably to the audience. She also said there were jobs in the acting line which she thought deaf persons could handle, such as directing.

Miss Harris said that she thought one of the greatest trials of the deaf was that of being lonely because of being unable to communicate properly.

After the questions were over, a student of the College presented Miss Harris with a beautiful bouquet of red rosebuds with an appropriate short speech which he delivered in sign language while the interpreter read off what he was saying to Miss Harris. She then left the stage and signed a number of autographs in the Principal's office. It said "Thank you, Julie Harris."

Chairman Visits Handicapped Workers at Aviation Plant



AS A PART of the 1958 NEPH Week observance, Maj. Gen. Melvin J. Maas, Chairman of the President's Committee, visited Binghamton, N.Y., and addressed a luncheon meeting of the Rotary Club of that city. During the afternoon, he visited Link Aviation, Inc., a concern which employs a large number of handicapped workers. He was conducted on a tour of the plant by Theodore E. Mulford,

Manager of Industrial and Public Relations for the Link concern.

In the photograph, left to right, are Kenneth Travis, Augusta Cobb, General Maas, John Tremark, and Mr. Mulford. The three plant workers in the photograph are all handicapped workers. General Maas expressed his approval of the Link policy of employing workers on the basis of their abilities.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a word—**PERFORMANCE** presents the case for the handicapped.

ARTICLES MAY BE REPRINTED, WITH OR WITHOUT CREDIT. PHOTOS ARE AVAILABLE UPON REQUEST; GIVE CREDIT WHEN INDICATED.

An Employer's Views on Employment of Physically Handicapped Workers

By DUDLEY COURSEY

Assistant Vice President, Personnel
Texas Instruments Inc., Dallas, Tex.

IN AMERICA today I think you'll find the attitude of industry toward the physically handicapped applicant or employee might well be summed up in the statement, "It's Ability, Not Disability, That Counts."

It is currently estimated that between seven and eight million handicapped are in today's work force, with another two million capable of being employed. Where did all these disabled persons come from? Why are they so much more readily accepted by industry today than they were, say, 20 years ago? How do their work records compare with those of fellow employees? What are some of the special problems involved in the employment of such individuals? These and many other questions must immediately come to mind as you seriously consider the possibility of hiring and working with a deaf mute, a paraplegic, a blind man.

Let's define a "handicapped" person as one who requires special job placement and who, because of some physical disability, cannot easily be shifted from one job to another. Apparently, the first really sizable influx of such handicapped persons into American industry can be attributed largely to the manpower shortage created by World War II. Further, recent advances in medical science are partially responsible. For example, people are living

longer and therefore are more likely to acquire the disabling diseases of adult life. (Little chance a caveman had of living long enough to suffer from hardening of the arteries—he was lucky to make it to the ripe old age of 18!) Moreover, medical science is *now* so much better able to save lives of accident victims. These victims survive—though they're often physically disabled.

Safety Record Excellent

Now let's talk about *why* industry is so much more willing to hire handicapped workers today. Previously it was believed that hiring physically defective individuals would reduce a company's production rate, increase its absenteeism, lower morale, and, of course, of great importance to both employer and employee, cause a rise in company insurance rates. This last fear has been proven practically baseless. Insurance companies repeatedly have stated that insurance rates are influenced by the relative safety hazards and accident experience of each individual company. They emphasize the fact that, generally speaking, the safety record of physically handicapped workers is *excellent*—often better, in fact, than that of the nonhandicapped. Thus, employment of physically disabled individuals actually may tend to *lower*

insurance rates. Further, rehabilitation and subsequent employment of disabled individuals saves money by exempting them from support through employee benefit programs. This money again results in lower—not higher—insurance rates to customer companies.

As for the actual work records of handicapped employees—their production generally is equal to or better than that of fellow employees. In some cases a disability actually may be an advantage, such as deafness in a work environment of highly distracting noise. In our own company there are several deaf people working on our assembly lines. Their supervisors say that their handicaps have definitely kept them from being distracted on the job. For example, we have a deaf boy at TI whose job consists of weighing minute amounts of silicon. He does his job expertly and attentively, even though there are many activities going on around him.

Handicapped Workers Are Morale Builders

Absenteeism, we find, generally is equal to or lower than that of co-workers, and morale is not more of a problem with these people than with any others. In fact, we can report that handicapped workers actually are morale builders. As previously mentioned, the excellent safety records of handicapped individuals are generally recognized. Our own industrial nurses at Texas Instruments report that they rarely are called for by a handicapped employee, and we employ a good many of such people.

Other factors partially responsible for the increasing employment of physically disabled individuals include: Public pressure (the work of the President's Committee on Employment of the Physically Handicapped in sponsoring employment drives, etc.; our own Governor's Committee, which is doing such a fine job); a sense of obligation to the community on industry's part; availability of increasing numbers of productive handicapped; our awareness of the increased burden to the taxpayer of unemployed, disabled workers; and, most important of all, it is now recognized that the hiring of physically handicapped people is an economically sound practice. Good employer experience over the years has proven this, and, as a result, hiring of the handicapped definitely is no longer considered "a last resort."

Let's look at a case in point, one of our own employees—let's call him Bob Edwards—who has worked for TI for over 2 years and is now a senior inspector in quality control. Bob is only 28, but he has a systolic heart murmur and curvature of the spine which has left him with a short left leg. He can perform only a job which requires no lifting or extreme exertion. He had had considerable experience in the type of work for which he was hired and is fully qualified for his present position. His physical condition is in no way a handicap to his job performance. In fact, Bob's supervisor reports that his productivity rates well above the average of others performing similar duties. Further, Bob's attendance record has been excellent, and his safety record has been flawless. He is exceptionally well adjusted to his work situation and gets

along well with both fellow employees and supervisors. . . .

In some instances a job may actually have to be tailored to fit the individual disabled worker. In such a case special attention should be given to the exact physical demands of the job, and every effort should be made fully to utilize the individual's physical and mental capacity and his background of work experience. At TI we have an employee who must have his work set up for him because of his lack of mobility, and another who is provided with a constant escort whenever she's in the plant to minimize the danger of her falling. For one assembler, a polio victim with both legs in braces, we changed a manual foot pedal to an electric hand control, and though this causes some loss of speed, her production record is still satisfactory.

On occasion, special arrangements may need to be made to provide personal conveniences to disabled workers. At TI we reserve for them special parking spaces close to plant entrances. Some are encouraged to use elevators normally restricted to transportation of freight. It's suggested that they start early for the coffee bars and bring their lunches to avoid cafeteria congestion, etc.

If possible, it's best to give work to a disabled employee similar to the type he's done before. But remember you can kill a man with kindness. It's essential to make him understand that his employment is strictly a business proposition, and thus make him realize that he's still worth something and not just a beneficiary of charity.

There are many factors essential to a successful program of hiring handi-

capped individuals. First of all, proper attitude on the part of management toward this program must be *evidenced*. Interest and enthusiasm and respect will then be communicated to the handicapped's supervisor and co-workers and these make for a healthy, cooperative work situation. With backing from above, the idea is much less likely to seem a threat to a supervisor's production record or simply an additional chore in his already overcrowded schedule. He should be well-informed about the case and know what to expect.

Careful Placement Essential

Careful placement of the individual in the job is a second essential. It must be remembered, of course, that every single case requires an individual evaluation. Time consuming? Yes—but well worthwhile.

Further, an effective safety program is necessary to keep the handicapped from being a hazard to himself and others and to keep his co-workers from creating hazards for him. But a good safety program is now an essential part of the management responsibility in a modern industry.

And finally, frequent checks should be made on the handicapped employee to determine both his physical condition and his psychological adjustment to his job.

Perhaps this sounds like a pretty sizable undertaking. Undoubtedly, it is. However, this is a program from which not only the handicapped individual and our community will benefit, but, as proven in thousands of cases, our company benefits as well.

Willis C. Gorthy Presents Bookshelf to Turkish University



Rehabilitation authorities in Turkey examine two of the volumes in the first rehabilitation bookshelf to be presented by the people of the United States to the people of other countries. Willis C. Gorthy, Director of the Institute for the Crippled and Disabled, second from right, made the presentation. Dr. Uveys Maskar, left, Acting Dean of the University Medical Center, and Dr. Dogan Akan, right, Physiatrist in the University's Orthopedic Clinic, look on as Dr. Osman Cubukcu examines the volumes.

AN IMPORTANT forward stride in the progress of world-wide rehabilitation education took place on November 20, 1958 in Istanbul, Turkey, when the first Rehabilitation Bookshelf of American rehabilitation literature to be given to the rehabilitation library of another nation was presented to the Medical College of Istanbul University.

Willis C. Gorthy, Director of the Institute for the Crippled and Disabled, made the presentation on behalf of the International Society for the Welfare of Cripples and the People-to-People Program's Committee for the Handicapped. The Committee is headed by

Maj. Gen. Melvin J. Maas, who also heads the President's Committee. The International Society and the People-to-People group collaborated in assembling and providing the 43-volume Bookshelf.

Mr. Gorthy, who was in Istanbul as head of a United Nations' mission on rehabilitation to the Government of Turkey, presented two token books from the Bookshelf to Dr. Uveys Maskar, Acting Dean of the University's Medical College. The presentation took place at Professors' House on the campus of the University Medical College. The books, which Mr. Gorthy

had brought with him to Turkey from the United States, had been hand bound, tooled, and stamped in fine leather by handicapped clients of the Institute for the Crippled and Disabled as part of their bookbinding training in the Institute's Vocational Rehabilitation Service. The balance of the Bookshelf followed by special shipment.

The presentation ceremony was attended by leading Turkish rehabilitation authorities. The Istanbul University personnel present included Dr. Dogan Akan, physiatrist with the Orthopedic Clinic, Dr. Munir Ahmet Sarpyener, Professor of Orthopedics, and Dr. Osman Cubukcu, Professor of Physical Medicine. Dr. A. Topuzoglu represented the Istanbul Labor Administration Institute.

The two books presented to Dean Maskar by Mr. Gorthy were "Rehabilitation Center Planning," a publication of the U.S. Department of Health, Education, and Welfare, which contains practical information written by more than 20 American rehabilitation leaders for communities wishing to establish a rehabilitation center, and W. Scott Allan's "Rehabilitation, A Community Challenge," published by John Wiley and Sons, Inc.

In presenting the two leatherbound token volumes, Mr. Gorthy said, "The

people of America have a high regard for the people of Turkey. We appreciate your staunchness as an ally who has stood squarely beside us. We believe that there is no better way to demonstrate the meaning of democracy to which our two countries are dedicated, than by the effort we devote to improving the well-being of our handicapped citizens.

"All of your friends and colleagues in America hope that these volumes will form the core of an excellent Turkish rehabilitation library," Mr. Gorthy told the presentation audience. "We hope that the growth of your library will correspond to the development of a Turkish national program of rehabilitation services that will meet the needs of all your disabled."

Dean Maskar said that the Rehabilitation Bookshelf was further tangible evidence of the good will and concern for others on the part of the American people. "We have urgent need for valuable professional literature such as you have conveyed to us," Dean Maskar informed Mr. Gorthy. "I can assure you that these books will be well read and well worn before the year has passed, and that much good for the handicapped people of Turkey will come of this generous and valuable gift."

PLAN NOW TO ATTEND

1959 ANNUAL MEETING

THE PRESIDENT'S COMMITTEE

MAY 7 AND 8

Rehab Gives Paraplegic New Lease on Life

(Continued from p. 2)

was sent to the Beckley Vocational Rehabilitation office. Counselor Charles Rickard of Beckley was assigned to the case.

Rickard contacted McClanahan late in 1957 and persuaded him to go to the Vocational Rehabilitation Center at Romney for a 30-day vocational diagnosis. After studying his aptitudes and his disability, the officials at the center recommended McClanahan be trained as a shoe repairman. He returned to the center and studied shoe repair methods for about 3 months. Becoming disheartened, McClanahan left the school and returned to his home.

After returning home, McClanahan learned that a man in Mount Hope wanted to sell a shoe repair business. He contacted Rickard.

Both knew that McClanahan was not ready to begin operating the shop by himself. Rickard told him that if he

would train under the operator of the shop, Dominic Diodorado, until July 1, the rehabilitation division would buy the shop for him.

In March, McClanahan began on-the-job training under the owner of the shop. On July 1, he became the owner and operator of his own business—Mount Hope's only shoe repair shop.

Again, as in hundreds of cases each year, the Department of Vocational Rehabilitation has carried out its basic purpose—to make incapacitated persons suitable for gainful employment.

McClanahan served in the U.S. Army in Greenland, Labrador, and Japan from March 19, 1951, to April 19, 1953. The Veterans Administration paid for his hospitalization and medical treatment, and he is now receiving a full disability pension from the Government.

Computer Programmer

(Continued from p. 1)

Garlo also accompanies Stephens out to the local golf courses, where the Thruway employee is one of the stars of a group of 8 or 9 men who play golf in the Albany area. Playing with a companion who has his sight and who guides him to the ball and helps him line up shots, Stephens shoots 9 holes in the vicinity of 80 strokes, which is considered an excellent score.

Stephens, who attended St. Patricks and Christian Brothers Academy in

Albany, is very highly regarded by all his superiors and his co-workers at the Thruway's headquarters. A year or so ago, he was given a Civil Service examination on which he scored an extremely high grade. He gives much of the credit for his success to his wife, who has spent long hours reading him the manuals on file computers, and who assists him as he types directions on his Braille typewriter. A home teacher from the State Commission for the Blind taught Stephens Braille in 1942, and he received his first Seeing-Eye dog in 1943.

Rehab Student Wins Top College Honors

A Vocational Rehabilitation student with three handicaps won top honors at Ventura College, Ventura, Calif., last year and became a college employee immediately after the honors were conferred.



*Merry Hart, Ventura College student,
faces the future with confidence.*

The student, Merry Hart, has a spinal injury which prevents her from accepting jobs which require all-day standing. She has an inconvertible visual defect which at times leaves her unable to read her assignments.

Yet at the recent college awards assembly she won top scholastic honors—the Rotary medal for straight-A scholarship. She also won permanent membership in Alpha Gamma Sigma, national scholastic honor society, and

received the Altrusa and Elks Club scholarship awards. In addition, she received top publication honors: a gold key with a pearl inset, awarded for 2 years' service on college publications. (Currently she is on the editorial boards of all Ventura College publications; is editor of the annual; and serves as news bureau manager for the college.)

The highest honor which can be conferred upon a Ventura College student also went to Mrs. Hart: the Circle K award for outstanding service to the college. She is the second woman student ever to have been named for the honor.

A fifth semester student at the college next year, Merry will be employed by the county library 26 hours a week and by the college library 5 hours a week while completing her requirements for the Associate Arts degree. The mother of a 4-year-old daughter known to VC students as "Little Loveliness," Merry has served for three semesters as president of Alpha Omega, campus creative writers' and artists' club, for one semester as its corresponding secretary; for one semester as vice president of Alpha Gamma Sigma; for two semesters as Intra-College Council representative, and has maintained membership in Digamma Tau Alpha, educators' club.

While at the college, Merry has achieved publication in three college-level anthologies, and hundreds of her poems have appeared in a Chicago newspaper.

When Merry looks at the six medals she has won while attending Ventura College, she remembers the dark day before Rehab gave her a "second chance." Utterly defeated because unemployable, she stood on the ocean pier, looking at the cold waters of the Pacific, and thinking how easy it would be to end her troubles by suicide. A friend who stood there with her said, "You can't do it, Merry. A winner never quits—and a quitter never wins."

Those words saw her through the rehabilitation period, and in a few months she will be entirely self-supporting, with a secure future. To add to the joys of that future is her present project: the completion of a children's picture book. After this she

plans to write a 300-page book on "psychopathic personality."

Mrs. Hart served for three consecutive years as NEPH Chairman in Bradley County, Tennessee and holds the National Commander's Citation for Meritorious Service from the Disabled American Veterans.

She recently received the first Altrusa International Founders' Fund Grant at a meeting of the Altrusa Club of Ventura. The award consists of a \$225 grant for a camera and other equipment which Mrs. Hart will use in her work as a free-lance photographer. The Founders' Fund provides training or equipment for women seeking employment.

\$51 Million in Grants for "Wheelchair Homes"

MORE than 5,400 seriously disabled veterans have received Federal grants totaling more than \$51 million for "wheelchair homes," the Veterans Administration reports.

As of September 30, 1958, some 7,091 veterans who, because of service-connected disabilities, cannot get about without the aid of wheelchairs, crutches, braces, or the like, had established their eligibility for these special grants. Of these, 5,415 already have received the grants and either have moved into their homes or are in the process of having them built. The remainder have not yet put their plans into effect.

VA defrays 50 percent of the cost of "wheelchair homes" for eligible veterans up to a maximum of \$10,000 under grants which were first authorized in 1948. The average grant is \$9,468, VA said.

In building "wheelchair homes" the Veterans Administration sees to it that adequate ramps are built into the house. Special wide doors are installed in order to accommodate wheelchairs. Wherever possible an exercise room is included in the house, equipped with horizontal bars and other means of helping the handicapped veteran to tone up his muscles. Special bathroom facilities are provided where needed and, if there is an attached garage, an electric button is installed so that the veteran may raise or lower the garage door without leaving his automobile.

In some cases the Veterans Administration will provide money for veterans to purchase older homes and sufficient grants to make the necessary changes and additions which will make life easy for the occupant.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

PC Standing Committees Chairmen and Secretaries

SEVERAL important changes have been made in the Chairmen and Secretaries of standing committees of the President's Committee in the past 6 months. The Secretaries are members of the President's Committee staff.

For the convenience of PERFORMANCE readers, the following is an up-to-date list:

Executive Committee: Chairman, Earl Bunting, Bunting, Calkins & Leach; Secretary, W. P. McCahill.

Awards: Chairman, Millard W. Rice, Executive Director, Disabled American Veterans' Service Foundation; Secretary, T. R. Greening.

Disabled Veterans: Chairman, David F. Schlothauer, National Automobile Dealers Association; Secretary, T. R. Greening.

Employer: Chairman, Walter D. Fuller, President, Walter D. Fuller Co.; Secretary, V. P. Hippolitus.

Essay Contest: Chairman, Mrs.

Stephen J. Nicholas, General Federation of Women's Clubs; Secretary, L. T. Burdick.

Labor: Chairman, A. J. Hayes, International President, International Association of Machinists; Secretary, K. V. Banta.

Medical: Chairman, Dr. Edward C. Holmblad, Managing Director, Industrial Medical Association; Secretary, V. P. Hippolitus.

Membership: Chairman, Dr. Francis J. Brown, American Council on Education; Secretary, K. V. Banta.

Public Information: Cochairmen, William R. McAndrew, Vice President, NBC News; James M. Newmyer, Newmyer Associates; Secretary, R. R. McGuire.

Public Service: Chairman, Edward L. Cushman, Vice President, Industrial Relations, American Motors Corp.; Secretary, K. V. Banta.

Workshops: Chairman, Robert B. Lea; Secretary, T. R. Greening.

MS Victim Chosen Goodwill Worker of Year

Richard Nelson, President of Goodwill Industries of America, Inc., presents Marjorie Schulz with her award.



A 38-YEAR-OLD woman who has not let the mysterious disease, multiple sclerosis, keep her from personal and vocational success has been chosen by Goodwill Industries of America as National Goodwill Worker of 1960.

She is Miss Marjorie Schulz, of Cincinnati, Ohio, assistant public relations director for the Ohio Valley Goodwill Industries Rehabilitation Center. Her selection was based on outstanding achievement despite a severe handicap.

She was chosen from among Goodwill Workers of 1960 selected by Goodwill Industries in 123 cities in the United States. The Goodwill Industries provide training, employment, and rehabilitation services to 38,000 physically handicapped people annually.

Miss Schulz was a registered nurse before illness struck. To add to her troubles, she fell while undergoing treatment and broke the coccyx in her spine. She can stand alone and move forward by placing her hands on someone's shoulders, pushing her left foot forward and dragging up her right. She generally uses a wheelchair.

After her release from the hospital in 1946, it looked as though her working career was over. One day, however, she was visited by Bryce Nichols, Cincinnati Goodwill Industries executive director, who asked if she would like to go to work. Encouraged by his faith in her, she resumed her working career as an addressograph operator and took a secretarial course on the side with the help of the Ohio Bureau of Rehabilitation.

By 1947, she was moved into the Goodwill Industries personnel department as a secretary and in 1948 became secretary to the executive director. She held this post for 9 years.

The Cincinnati Goodwill Industries was growing rapidly, greatly expanding its rehabilitation center services, and, by 1957, an office manager was needed. Again, the responsibility fell on Marjorie Schulz.

Another need arose in 1958. Touring groups were coming to the Goodwill Industries at the rate of 20,000 people per year. Speaking engage-
(Continued on p. 12)

Eloquence Featured at Annual Meeting

MANY CONSIDERED the addresses delivered at the 1960 Annual Meeting to be the most outstanding in the history of the Presi-

dent's Committee. This month's PERFORMANCE features excerpts from several of the talks, and will include others in the September issue.

Melvin J. Maas, Chairman President's Committee

"... We must never lose sight of the fact that one of the best methods to create jobs for qualified handicapped workers is to persuade individual employers to give such workers a trial—just one trial. For we have found sincere champions of handicapped workers in employers who have tried the handicapped and found them definitely not wanting.

"A recent study made in the Greater

New York area corroborates this idea. A study of a broad sample of employers who hire more than 200 people, revealed that employers with past experience in hiring the impaired were far more likely to hire another and another. So, if we can persuade a hundred thousand employers during the coming year to hire their first handicapped worker, we will have done a fine job. . . ."

Waldo E. Stephens, Chairman Oklahoma Governor's Committee

"... We are so well supplied with most of the material necessities of life that the majority of our citizens need not take thought as to what they shall eat, or what they shall drink, or how they shall be clothed and sheltered. Sufficient unto the day is the mass of our material things.

"It is the human side of our Nation's balance sheet that shows a critical deficit. . . . Each year, the number of newly handicapped persons exceeds the number of applicants whom our Government and private agencies of rehabilitation and placement are able to return to productive work. . . .

"One source of our failures to give

proper time, emphasis, and means to this critical national dislocation, is our refusal or inability to see that we are in a rut. . . .

"In keeping with our scientific, technical, and industrial advances, we must find ways to launch a new offensive by means of social innovation. Innovation is an organized surge forward. Its *aim* is to give new strength for our tasks, a new capacity to see, a new vision of our total field of endeavor. Its *tools* are objective, factual evaluations of our shortcomings and capabilities needed to replace wishful thinking and guessing. Its *success* depends upon the keenness of our imagination to

visualize real accomplishments and to bring into clear focus new images of what can be done. Its *method* is to organize our ignorance in order to learn what we don't know, but need to learn, rather than boastful publicity of the little we have learned. The *objective* of a new social innovation is the restoration of a much larger number of broken and handicapped lives; the developing of mental and spiritual vitality to round out the teaching of skills to qualify the disabled for employment and self-support. . . .

"It is impossible to do without voluntary and government support. Both of these sources of revenue, however, are proving to be inadequate for the expanding demands made upon the public and private agencies of rehabilitation and placement.

"It could be that we are overlooking practical, constructive measures which are applicable to local situations throughout the Nation. . . .

"Such an approach is being made in Oklahoma City. It gives promise of developing into a most significant inno-

vation in our statewide work with and for the handicapped. . . .

"The number of applicants for jobs at Goodwill Industries (Oklahoma City) far exceeds the opportunities which Goodwill's budget could provide. A small group of men, concerned about this local situation, decided to turn to industry. . . .

"Goodwill Industries submitted a bid for, and was awarded, a subcontract by Tinker Air Force Base (Oklahoma City). . . . This contract work opened the way for the hiring of more handicapped people by Goodwill. . . .

"Their efforts are contributing to the success of a strictly business undertaking. In the 15 months of operations, there has been no delay or shutdown due to illness, injury, or absenteeism. There are no gifts, welfare aid, or leniency in this program. They are taxpayers, providers for the maintenance of their homes. They have caught and reflect the deeper meaning of a self-respecting citizen who is playing his part in an ongoing society. . . ."

**Rudolph F. Bannow, President
National Association of Manufacturers**

". . . There are changes going on in the types of jobs and the very nature of work itself which, I feel, help the physically handicapped in their search for gainful employment. Employment opportunities for the handicapped are improving daily. Never before has the handicapped individual had the chance of securing a position which would utilize his abilities and skills to the utmost as he has today. All of this has

been accomplished under voluntary action, promotion and education which are so characteristic of America.

"In the early days of this Nation, most people were employed in *primary* employment. They were engaged in farming, lumbering, fishing, mining, or some type of work which dealt with raw products. Then, as the worker's hand was extended by the tool, and machines began to substitute mechani-

cal energy in place of musclepower, more and more employees became involved in manufacturing or *secondary* employment. Manufacturing produced more goods, made possible greater prosperity, gave us a higher standard of living and more leisure. All of this developed employment in jobs not dealing directly with production. I am referring here to the growth of job opportunities in the service fields, and to the shift of workers into *tertiary* employment. There is right now a marked trend of workers from second-

ary to tertiary employment. . . .

"I mention this trend because it is a favorable one for the handicapped worker. With machines taking over the tasks which called for great physical strength our physically handicapped individual with knowledge, ability and skill, finds it constantly easier to fit himself into gainful employment. For the handicapped, as well as the able bodied, it points up the need for acquiring marketable skills and abilities. . . ."

**James A. Brownlow, President
Metal Trades Department, AFL-CIO**

". . . We as a nation are guilty of indifference and can be appropriately charged not only with the waste of human resources, but with a lack of social consciousness in failing to face up to our responsibility in meeting this problem. . . .

"The blame for our slow progress to date is not chargeable only to one group in our society. All of us from labor, management, and government must take our share of responsibility.

"It is of vital concern that a far better job be done in resolving the misapprehensions still held by many poorly informed personnel and employment relations directors regarding all phases of employment of the handicapped. . . .

"I would not have anyone believe that the full responsibility for failure to employ the physically handicapped is solely the fault of the employer.

"The fact remains that we have many unions whose agreements are such

that they preclude the employment of the physically handicapped. . . .

"We in the trade union movement acknowledge and recognize our responsibility to work toward improved legislation in all fields necessary to remove the existing barriers and resistance to the employment of qualified, physically handicapped workers.

"On the workmen's compensation front we have urged the broad type coverage for second or subsequent injury funds in State workmen's compensation laws, with limited liability on the last employer. . . .

"These second injury funds should also be broadened so that they cover all types of injuries, not just loss of a member of the body. . . .

"Many of our agreements make specific provision to take care of the replacement and retraining, if necessary, of workers injured on the job and their transfer to jobs which lie within their capacities.

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THE STORY OF THE HANDICAPPED



1958 Physician's Award Winner

The President's Committee on Employment
of the Physically Handicapped

MARCH 1959

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Civil Service Commission Receives High Honor for Service to Handicapped



Civil Service Commissioner Barbara Bates Gunderson receives from General Maas the President's Committee's Distinguished Service Award honoring the Commission for encouraging and promoting the employment of the handicapped in Government. James A. Campbell, left, AFGE National President, looks on during the ceremony, January 17, at the annual AFGE banquet in the Willard Hotel.

THE Distinguished Service Award, highest honor conferred by the President's Committee, was presented to the U.S. Civil Service Commission January 17 at the annual banquet of the American Federation of Government Employees, Willard Hotel, Washington, D.C.

Maj. Gen. Melvin J. Maas, Chairman of the President's Committee, made the presentation to Mrs. Barbara Gunderson, Acting Chairman of the Civil Service Commission. Harris Ellsworth, CSC Chairman, was out of the city.

In receiving the award, Mrs. Gunderson said in part:

"In accepting this award on behalf of Chairman Ellsworth, I think it is ap-

propriate to recall a brief statement he made earlier this year about the Commission's program for selective placement of the physically handicapped.

"Speaking to a group of Federal officials, Mr. Ellsworth said that he considered the Civil Service Commission's program for the employment of the physically handicapped in the civil service one of the most inspiring and satisfying of all our activities. But he pointed out that without active interest and cooperation of Federal agencies the work of the Commission would be wasted. For it is the agency, not the Commission, that finally puts the man on the job.

"So you see, this award reflects credit

not only upon the Civil Service Commission but upon the many Federal agencies whose participation in the program has made possible the Government's enviable record in the employment of the physically handicapped."

The Distinguished Service Award is a handsome chrome and polished mahogany plaque, suitably inscribed and bearing the signature of the President of the United States.

The award was recommended by the Disabled American Veterans, a member organization of the President's Committee, and is based upon the many years of cooperative activity conducted by the Civil Service Commission with the President's Committee.

For years the Commission has taken an active interest in protecting the rights and privileges of physically handicapped employees in the Federal establishment. One of the most important accomplishments in this regard was the creation, in 1957, of the Federal coordinator program under which over 1,300 coordinators have been named to serve in Federal departments and agencies, both in Washington and throughout Federal offices in the respective States.

These coordinators are responsible for organizing the program for em-

ployment of physically handicapped workers in departments, agencies, bureaus, and field offices. For the first time, as a result of this program, handicapped workers have strong advocates throughout the Federal structure. These coordinators have the full cooperation of top executives in the Federal Government and have been largely instrumental in providing more equal job opportunity for handicapped workers since the inception of the program in March 1957.

The program has been so successful in the Federal establishment that the District of Columbia has patterned a similar program for its many departments. Pennsylvania has also taken similar action in designating coordinators in departments, boards, and commissions.

Since 1942, more than 165,000 workers with physical disability have joined the work force in the Federal establishment. Prior to the inauguration of the coordinator system, many physically disabled workers found great difficulty in obtaining employment interviews in Federal departments and agencies. This has been materially eliminated by the inception of the coordinator program.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

ARTICLES MAY BE REPRINTED WITH OR WITHOUT CREDIT. PHOTOS ARE AVAILABLE UPON REQUEST; GIVE CREDIT WHEN INDICATED.

Abilities of Disabled Workers

By Henry Viscardi, Jr., and Harold E. Yuker

HUMAN RESOURCES CORP., the research division of Abilities Inc., has recently published three studies reporting some of the results of their long range research program. The studies deal with various aspects of the relationship between physical disability and employment.

These studies are the first of many that are being done on approximately 300 employees of Abilities Inc., all of whom are severely disabled. The employees are being studied in various ways in order to gain information about questions relating to the effects of disability on employment and employment on disability. It is hoped that ultimately, as the results of studies such as these become known, they will serve to significantly widen the range of positions available to the disabled individual.

The first study, by Alvin Slipyan, M.D., reports on the effect of employment on 19 persons with advanced heart disease. This study indicated a complete absence of detrimental effects of employment on the physical condition of these individuals. In fact, some of them improved so remarkably that Dr. Slipyan wonders, "whether the dictum that the severe cardiac requires constant rest and should retire from employment, should not be revised to, 'Employment in a compatible job can, in the specific case, be beneficial.'"

The study further indicated that, over a long period of time, the cardiacs had excellent attendance and safety records. There was not one case of compensable injury. These findings

were directly contrary to both the opinions of many persons and the reasons usually stated by personnel managers for not employing cardiacs.

The second study, by Harold E. Yuker, Eugene J. Taylor, and Henry Viscardi, Jr., reports some of the characteristics of the disabled employees at Abilities Inc. On the basis of the findings of this study, several tentative conclusions were drawn. They include the following:

1. Many disabled persons are not at all helpless. They are not only able to work productively, but are able to provide for their own transportation and otherwise lead "normal" lives.

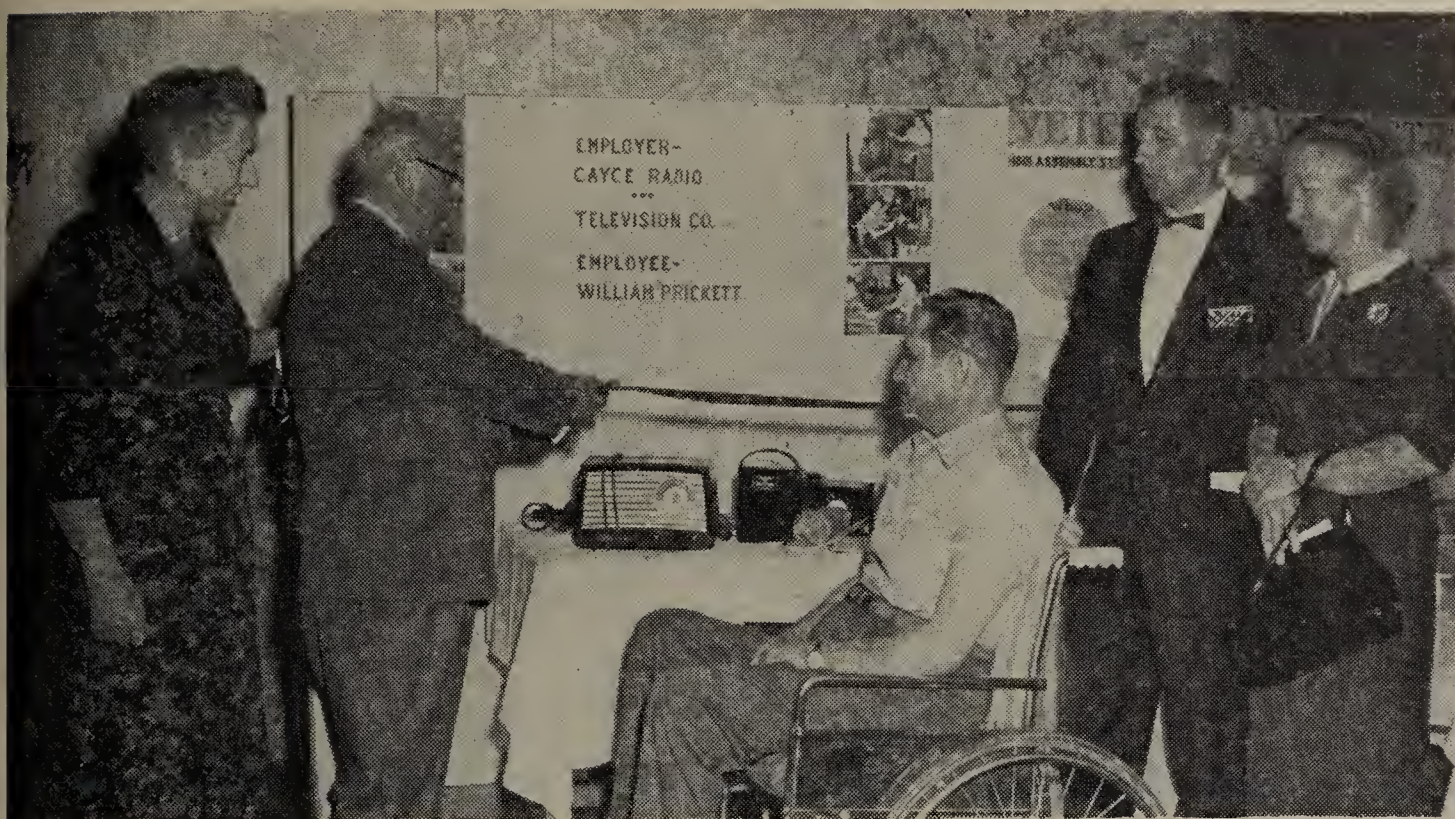
2. The capacity of a disabled person to work productively is not necessarily related to the type of disability or the length of time spent in a hospital. Many apparently severely disabled persons who were hospitalized for long periods of time are able to work productively.

3. The capacity of a disabled person to work productively is not necessarily related to the amount of work experience he has, or the length of time that he was without employment. Many severely disabled persons with little or no work experience, or with long periods of unemployment are able to work productively.

4. Disabled persons who are productively employed are often able to lead relatively "normal" lives. They marry, have children, own homes, automobiles, and TV sets, etc.

The third study, by William Camp-
(Continued on p. 8)

Dramatic Exposition on Employment Of the Physically Handicapped



Participating in the ribbon-cutting ceremony opening the exposition of Handicapped at Work, Columbia, S.C., are, left to right: Miss Mary Switzer, Director, U.S. Office of Vocational Rehabilitation; Robert S. Galloway, Sr., Chairman, S.C. Employment Security Commission; William Prickett, radio and TV repairman; William P. McCahill, Executive Secretary of the President's Committee; and Kathryn E. Lewis, Supervisor of Employment Counseling, S.C. State Employment Service and Secretary of the Governor's Committee.

THE ABOVE picture permits a glimpse of 1 of the 21 exhibits highlighting a gathering of 500 people—employers, workers, State and Federal representatives, and casual visitors—at the Wade Hampton Hotel, Columbia, S.C., during NEPH Week, 1958.

Other exhibits demonstrating abilities of handicapped workers were sponsored by the Veterans' Administration Regional Office; the South Carolina Vocational Rehabilitation Department; the South Carolina State Employment Service of the South Carolina State Employment Security Commission; The Crippled Children Society of South

Carolina, Inc.; South Carolina Department of Public Welfare, Division for the Blind; Sears, Roebuck & Co.; The Trading Post; Spartan Automotive, Inc.; Clyde Hill; Broad River Electric Coop., Inc.; Wilbur Fontaine; Association of the Blind of South Carolina; South Carolina Area Trade School; the R. L. Bryan Co.; South Carolina Heart Association, Inc.; South Carolina State Hospital; VA Hospital; American Cancer Society, South Carolina Division; South Carolina Tuberculosis Association; and the South Carolina State Board of Health.

This exposition, one of several of its kind held recently in various parts of

the country, is indicative of the interest and enthusiasm of employers of handicapped persons and workers alike. Miss Kathryn E. Lewis, of the State Employment Service and chairman of the exhibits, states: "The many problems associated with the staging of this exposition seemed overwhelming at first, but I found that invitations were quickly snapped up and the program gained such momentum it needed only a time schedule and some adjustments to guide the proceedings. We were delighted to have General Maas, Miss

Switzer, and other distinguished guests who appeared on the program, and we are extremely happy to report on the warm and friendly attitude of personnel workers, employers of handicapped persons, and rehabilitation personnel from many State and Federal agencies engaged in the field of rehabilitation, work adjustments, and employment."

Other highlights of this exposition included a panel discussion by State leaders in rehabilitation and a luncheon where over 300 overflowed the main ballroom of the hotel.

KEENAN HONORED



RECEIVING the President's Committee's Citation for Meritorious Service is left, Edward L. Keenan, Deputy Assistant Director for Manpower of the Office of Civil and Defense Mobilization. Keenan was cited for his contributions to the handicapped during the many years he was

Deputy Director of the Bureau of Employment Security, U.S. Department of Labor. This presentation was made by Maj. Gen. Melvin J. Maas, right, on January 8 in the offices of Iowa's former Governor, Leo A. Hoegh, center, who now heads the Office of Civil and Defense Mobilization in Washington, D.C.

Community Teamwork Helps Boost VSES Handicapped Placements

By Mrs. Virginia Swain, Employment Counselor
Newport News Office, Virginia State Employment Service

DURING the past decade we have all seen and been a part of the growth and development of the services available to the physically handicapped members of our society. This service can only be as effective as we, the Employment Service Counselors and Vocational Rehabilitation Service Supervisors, make it. The ultimate goal of both agencies is maximum physical restoration, proper training when needed, and most of all, gainful employment in a happy, normal, working situation.

In Tidewater Virginia we boast of our strong working cooperative service. We have a constant flow of referrals to and from the agencies of our handicapped applicants. Since January 1, 1958, the Employment Service has referred 82 applicants to Vocational Rehabilitation and we have had 85 referred to us for placement, testing, etc., by the Rehabilitation Service. The Employment Service has placed 67 on jobs during this time.

Some of the placements were of a "stopgap" nature and some were short time. In either case, they were part of an overall plan for the handicapped person. As Employment Counselor in the Newport News Office, it might be well to state we have a terrific area and a very heavy load. Our office covers the cities of Newport News (including old Warwick), Hampton, and Williams in Gloucester and Mathews Counties.

The population of the present cities of Newport News and Hampton alone is 184,800. The referrals to the Employment Service are from the Eastern State Hospital, Central State Hospital, Virginia State School, all of the Departments of Public Welfare, Veterans' Administration Hospital, local physicians, United Community agencies, and the Mental Health Clinics, as well as Vocational Rehabilitation Service.

Practically all of these applicants, as well as those applying on their own initiative, are in need of selective placement and/or specialized service. Where does the employment counselor turn for help in assisting these individuals? In many cases the applicant is referred to the Vocational Rehabilitation Service for physical examination, psychological evaluation, special testing, training, and certainly not least, consultation and discussion.

We are indeed fortunate in having a Vocational Rehabilitation Supervisor in our office each Friday. At this time the supervisor talks with new handicaps referred, gives reports on those previously referred, gives information on those he has referred to us for placement, and the exchanging of the counselor's and supervisor's thinking, suggestions and possible solutions for the individual. This has really proven invaluable.

Our agreement with the State Voca-

tional Rehabilitation Service is well spelled out in our Field Operations Manual and there is no need to dwell on this; however, it seems our working relationship and cooperative service must grow in order to meet the needs of our handicapped citizens. Our employers need to know as much as possible about the applicant we are placing with him and there is no better source of this information for both the counselor and employer than the Rehabilitation Service.

A most successful case in which our cooperative service proved most satisfactory and one in which all the staff of Woodrow Wilson and other members of Rehabilitation should be most pleased, is that of Donald Deem. Donald is now 21 years old and he was stricken with polio when 10 years old. He has been with the McBride Pipe Covering Co. as a bookkeeper for 22 months. He received his training at Woodrow Wilson and it took 9 months after completing it to place him.

As Donald is paralyzed from his

waist down, transportation was a big problem. Many outstanding citizens worked with us in this case. He is now the proud owner of a specially equipped car, happy in his work, and doing a beautiful job. This young man's story, with a nice picture showing him at his desk in his wheelchair, was used with a brief history in the local newspaper during National Employ the Physically Handicapped Week this year.

In Tidewater Virginia we are striving to strengthen our ties and concentrate on the ever-increasing number of our handicapped people with a complete rehabilitation goal in mind for them. This can't be complete without suitable and gainful employment. In order to obtain this, a stronger "Cooperative Service" between the two agencies plus the support of our fine civic and service clubs, local employers, churches, veterans' groups, press, radio, and TV, and a host of good people in our community with an interest in employment of the handicapped, will help solve many problems.

Abilities of Disabled Workers

(Continued from p. 4)

bell, Raymond R. Leizer, and Harold E. Yucker, deals with the adaptability of disabled workers in various types of industrial employment. It discusses in detail the various ways in which jobs can be modified so that they can be successfully performed by the disabled. Each modification is pictured and discussed in detail. This study is careful to point out that in a great many jobs, no modifications whatever were

necessary. Those jobs where modifications were necessary could usually be made in a relatively short time at comparatively small expense. In addition, the study points out the necessity for dealing with each case on its own merits rather than taking a stereotyped approach. This study was financed by a grant from the Office of Vocational Rehabilitation.

L.A. Epi-Hab Winner of Highest Chest Award

EDITOR'S NOTE: PERFORMANCE *has watched with interest the amazing success of the Epi-Hab project which provides jobs for epileptics in Los Angeles, Calif. Now we take note of another admirable accomplishment by this unusual organization. The article is reprinted from the Culver City, Calif., Star News.*

HIGHEST Community Chest award for employee contributions, in firms employing up to 150, is the bronze plaque for one-fourth of 1 percent of total payroll, won for the second year by the Los Angeles firm of Epi-Hab, 8962 Ellis Avenue. The firm established the only record of its kind among more than 500 West Area firms.

A nonprofit firm employing epileptics on subcontract work, the compassion demonstrated by the 55 employees was underscored by Milan R. Radovich, West Area commerce and industry chairman.

In sharing support of 167 Red Feather services, from an average \$1.64 hourly wage, Radovich pointed out, Epi-Hab workers have accepted community responsibility for those less fortunate. They have reflected their own good fortune in the opportunity given them to prove their employability.

Epi-Hab U.S.A., with Long Island, N.Y., and Phoenix branches and a program for national expansion, is the outgrowth of the local firm, established 3 years ago as a pilot project, by Frank Risch, Ph. D., chief of Epilepsy Rehabilitation for the Veterans' Administration in West Los Angeles.

As project director, Risch has obtained contracts providing employment, enlisted assistance by the U.S. Department of Health, Education, and Welfare, and waged a vigorous campaign for establishment of a national employment program.

Significant of the local operation is its high production record that has been accompanied by exceptionally low accident incidence. This was recognized last year in a safety award presented by Pacific Employers Insurance Co. and a 20-percent reduction in the standard workmen's compensation insurance premiums.

Within the past year, four of its workers entered private employment; two returned to school to study engineering and electronics; five, formerly cared for at public expense, returned to their home communities. Three others have enrolled in evening adult education classes.

1959 ANNUAL MEETING

THE PRESIDENT'S COMMITTEE

MAY 7 AND 8

Sheltered Workshops Successful in Michigan

WHY NOT have the disabled patients in public hospitals on the road to productive employment while they're still in the hospital?

That's the question that occurred to two rehabilitation experts over a cup of coffee in the third-floor lunch room of the Goodwill Industries of Detroit plant 2 years ago. Out of that conversation—between Harold H. McKinnon, Goodwill executive secretary, and Harold Hayes, Michigan Office of Vocational Rehabilitation supervisor—has grown a program of proved benefit.

"The sheltered workshop is no longer an experiment, but a new and successful approach to rehabilitation in Michigan," said McKinnon in the first progress report on the project.

It was started in March 1957, at Maybury Tuberculosis Sanatorium near Northville, Mich. It now permits patients to adjust to working conditions while medical care is still at hand.

Cooperating in the program at the sanatorium are the Detroit Department

of Health, the Office of Vocational Rehabilitation, the Wayne County Welfare Department, and the Women's Committee of the Tuberculosis and Health Society. Through the efforts of Dr. Joseph G. Molner, Detroit health commissioner, coordination of results was accomplished.

Woodworking, wood-finishing, and upholstery shops are the most popular activities.

"The public spends thousands of dollars on medical rehabilitation of each patient at public hospitals. Unless patients also receive vocational rehabilitation, more must be spent in caring for them after they are released," McKinnon said.

At first, only tuberculosis patients could participate. Now handicapped patients from Wayne County General Hospital come over, too. And a shelter of their own is in the planning stage.

The idea is to raise the patient's work tolerance to as high a level as his condition permits. When discharged, pa-

(Continued on p. 13)



Handicapped persons of Goodwill Industries train patients in Detroit's publicly operated Maybury Tuberculosis Sanatorium.

Fine Teamwork Results in Placement of Blind Indian



Martha Red Hawk, blind secretary in the Aberdeen, S. Dak., Area Office, Bureau of Indian Affairs, uses a Braille slate and stylus for keeping notes, marking file folders, index cards, etc. The stylus makes pinpoint holes in the paper which she reads with her fingers.

IF YOU VISIT the office of Richard M. Balsiger, Area Special Officer, Bureau of Indian Affairs in Aberdeen, S. Dak., you will find a middle-aged Indian woman employed as his secretary. She is Miss Martha C. Red Hawk, and is blind. Her appointment during June 1958 was the result of splendid teamwork by several agencies. This is what happened:

Miss Red Hawk had been unemployed for 9 months when a county welfare worker referred her to the South Dakota Service for the Blind in the

spring of 1957. The blind agency found that she received some training as a typist while attending a school for the blind many years ago. After graduation from that school, she was employed as a telephone operator for 12 years. She lost that job when two positions were combined in 1948. For the next 8 years she wove blankets, scarves, and other articles in her home for the Pine Ridge Indian Museum. Then that job folded.

The South Dakota Service for the Blind had faith in this woman. They

sent her to the Minneapolis Rehabilitation Center of the Society for the Blind for a 7-month course. From a life on the Pine Ridge Indian reservation to busy Hennepin Avenue required quite a readjustment. But after receiving some "travel training" she often acted as a guide for her less confident classmates on trips to downtown Minneapolis.

For 40 hours a week she attended classes in typing, Braille, occupational therapy, and other subjects. She was taught many things to make her self-reliant and useful. Then she returned to South Dakota for rehabilitation's final objective—gainful employment.

She competed in a civil service examination for clerk-typist. It was necessary for the examiner to give her a special test designed to measure the ability and skill of blind applicants for that position. Her refresher course paid off because she passed the examination, was referred to the Bureau of Indian Affairs, and was hired.

At the request of the Bureau of Indian Affairs, the State Service for the Blind further cooperated by assisting

her and her fellow workers in becoming adjusted to each other. She has become well adjusted in her job, and fellow workers are fond of her.

Miss Red Hawk takes all of Balsiger's correspondence, memos, and transcribes case histories for the courts from flat recording disks mailed in by the special officers on the nine reservations. She also types the special officers' weekly reports and appraisal reports for the Branch of Realty. Her average speed is 65 words a minute from oral dictation, and 49 words a minute from dictating machines. She also files in folders marked both in Braille and ink.

Balsiger and Area Personnel Officer Ernst S. Jakes are proud of Miss Red Hawk's splendid job performance. Balsiger is a member of the Governor's Advisory Committee for Employment of the Physically Handicapped. Jakes is a member of the Mayor's Committee for Employment of the Physically Handicapped. Obviously, both gentlemen believe in "practicing what they preach."

Dr. Howard A. Rusk

(Continued from p. 1)

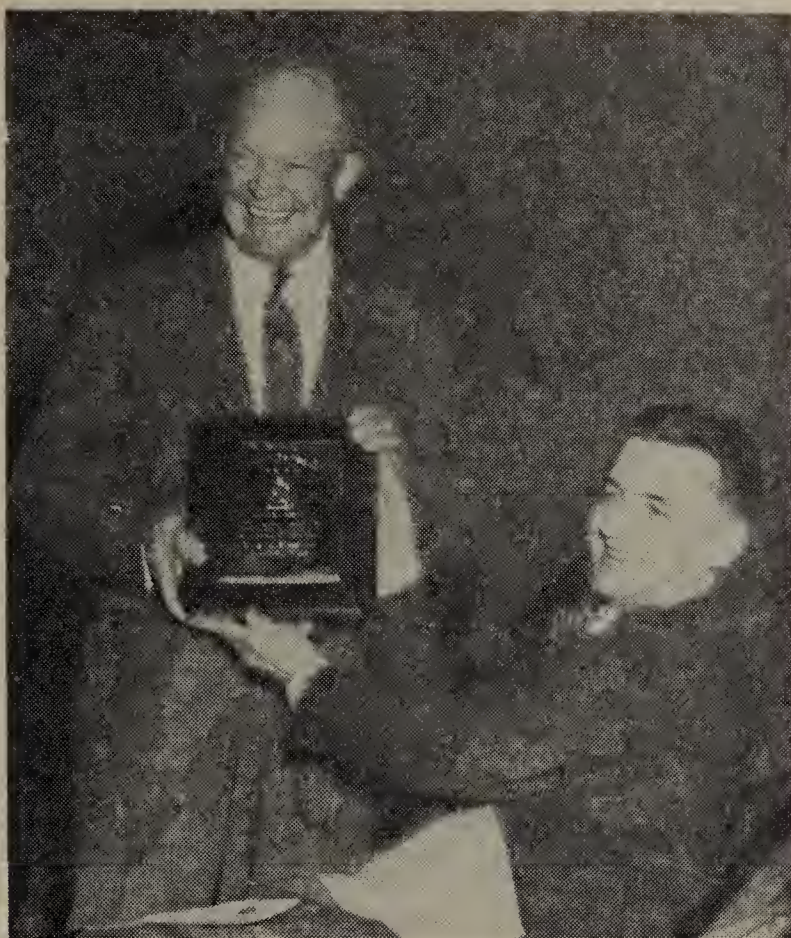
He served as president of the American-Korean Foundation in 1954, and is currently chairman of its board. In 1954 he was elected president of the International Society for the Welfare of Cripples for a 3-year term.

Besides A.B. and M.D. degrees he holds nine other honorary degrees. He and his wife reside in Scarsdale, N.Y.

Previous winners of the award have been: 1957, Dr. Lenox D. Baker, School of Medicine, Duke University, Durham,

N.C.; 1956, Dr. Rufus B. Crain, Rochester, N.Y.; 1955, Dr. Gradie R. Rountree, medical director, Fawcett-Dearing Printing Co., Louisville, Ky.; 1954, Dr. Harold A. Vonachen, medical director, Caterpillar Tractor Co., Peoria, Ill.; 1953, Dr. Frank Hammond Krusen, head, Physical Medicine Section, Mayo Clinic, Rochester, Minn.; 1952, Dr. Henry H. Kessler, medical director, Kessler Institute for Rehabilitation, Newark, N.J.

President Eisenhower is shown presenting the 1953 President's Trophy to Harry E. Smithson.



In Memoriam

HARRY E. SMITHSON, well-known Michigan advertising man and winner of the President's Trophy in 1953, annual award made by the President's Committee to the physically handicapped person who has contributed most to the cause of improving job opportunity for physically handicapped workers, died in Detroit, January 6. Death was due to cancer.

Mr. Smithson for 30 years lived in a

wheelchair as a paralytic due to an automobile accident. Despite his handicap, he conducted a flourishing advertising business and ran an internationally distributed magazine which included tips for better living for physically impaired men and women. As a sideline, Mr. Smithson also developed a good business in the propagation and sale of parakeets. He is mourned by a wide circle of friends.

Sheltered Workshops (*Continued from p. 10*)

tients may be able to work 4, 6 or 8 hours a day. A committee of medical and rehabilitation experts screens those to be admitted. They usually remain in the workshop from 3 months to a year.

Dr. W. L. Howard, Maybury superintendent, commented:

"When a patient leaves any sanatorium, he puts to a test the months of treatment he has received. There are physical, psychological, and social adjustments to be made, and often he loses all the gains of his hospitalization.

"The Goodwill Industries program tests the patient before his release."

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

New CSC Publication Is Aid to Placing Disabled

A NEW publication, "Selective Placement," has recently been published by the U.S. Civil Service Commission, Washington, D.C.

The bulletin will aid placement officers and supervisors in hiring workers according to their physical abilities. The bulletin is a part of Personnel Methods Series No. 9 and was designed to help not only Federal personnel officers but to be of interest to private enterprise as well. The pamphlet will be of special use to nonmedical personnel in Federal agencies and deals with the following:

Handicapped Workers Can Be Good Employees; Landmarks in Selective Placement of the Physically Handi-

capped; The Commission's Selective Placement Program; Foundations of a Successful Agency Program; Coordinator Program for Selective Placement of the Handicapped; How To Make a Job Analysis; How To Obtain and Review Medical Evidence; Criteria for Reporting Employment of Physically Handicapped Persons.

The Appendix contains a list of Selected Materials Related to the Selective Placement and Employment of the Physically Handicapped.

Copies of this pamphlet may be obtained from the Superintendent of Documents, U.S. Government Printing Office, Washington 25, D.C.—30 cents per copy.

International Society for Cripples Publishes New Spanish Translation

THE International Society for the Welfare of Cripples announces the publication of a new Spanish translation titled *Tratamiento De Pacientes Hemiplejicos* (Management of the Pa-

tient With Hemiplegia).

Copies of this document are available from the International Society, 701 First Avenue, New York 17, N.Y., at 50 cents per copy.

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Performance

THE STORY OF THE HANDICAPPED



He Said We Should So We Did

The President's Committee on Employment
of the Physically Handicapped

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THE STORY OF THE HANDICAPPED

Monthly Publication of The President's Committee on Employment
of The Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Earl Bunting, Gordon M. Freeman
Vice Chairmen

William P. McCahill
Executive Secretary

Vol. IX, No. 10

April 1959

Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

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Cover Photo: Hugh Duffy. See story on p. 8.

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Photo Credits: Brookley Air Force Base; Hartman, Division of Employment Security (N.J.); Hastings-Willinger & Associates, Cleveland, Ohio; and Max Munn Autrey, M. Ph., Hollywood, Calif.

Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Civil and Defense Mobilization, and the Administrator of the General Services Administration.

Printing of this publication approved by Director,
Bureau of the Budget, June 21, 1956

1959 Annual Meeting of the President's Committee Stresses Community Planning

INTENSIFIED action toward the development of more widespread activity by community committees, operating in conjunction with Governor's Committees in every State in the Union, will be the major order of business at the 1959 Annual Meeting of the President's Committee which convenes in Washington, May 7 and 8.

The meeting will include several important panel discussions on community planning and organization and will hold several inspirational addresses by prominent Federal officials and well known employers.

Thursday morning, May 7, Gordon M. Freeman, a Vice Chairman of the President's Committee, will preside at the opening session in the Departmental Auditorium.

Following registration of delegates the Meeting will convene at 10 a.m. and will hear an address of welcome by Maj. Gen. Melvin J. Maas, USMCR Retired, Chairman of the President's Committee.

Delegates will also receive greetings from Under Secretary of Labor James T. O'Connell and Secretary of Health, Education, and Welfare Arthur S. Flemming.

"How Delaware Does It" will be the subject of an address by Gov. Caleb Boggs of Delaware. Another State Governor will be chosen to make a similar discussion.

Presentation of the awards to the five winners of the National Essay Con-

test and presentation of the President's Trophy will follow.

The afternoon session will open with a showing of the new film, "Employees Only," produced for the President's Committee by the Hughes Aircraft Co. of Culver City, Calif. Lawrence A. Hyland, Vice President and General Manager of Hughes Aircraft, will make a commentary in conjunction with the showing of the film.

During the afternoon there will be three concurrent panel discussions on the various details of organization, methods, activities, and program planning for State and community committees. Each panel discussion will be summarized by one of the participants.

The Friday morning session, May 8, will open at 9:15 a.m. with a report of the Executive Committee from Earl Bunting, Chairman of the Executive Committee and a Vice Chairman of the President's Committee. Mr. Bunting will preside at the Friday morning session.

Mayor John Rosenblatt of Omaha, Nebr., recipient of the 1957 Public Personnel Award of the President's Committee, will speak on the subject, "Omaha Hires the Handicapped." Another mayor is to be selected to participate in this part of the discussion. The summary of the three concurrent panel discussion sessions held on Thursday will follow.

(Continued on p. 10)

Message from the Chairman

IT IS almost Annual Meeting time!

On May 7 and 8, representatives of Governor's and community committees on the physically handicapped will convene in Washington for our 1959 Annual Meeting. For 11 years we have been fighting this battle to broaden the scope of job opportunity for the physically handicapped and, today, the challenge is no less than it was in the early beginning. We do have a lot more "know-how" than we did in the infancy of the Committee. But we still have a long road to travel to persuade more and more employers that it is desirable and profitable to employ the physically handicapped.

We of the President's Committee are looking forward eagerly to the 1959 meeting. Major emphasis this year will be placed on local and State committee problems and activities. We feel that we have a tremendous opportunity this year to do a thorough job of expanding the effectiveness of community committees in every State in the Union. We are looking forward with great anticipation to seeing all you who will attend and feel sure that we have arranged a program that will be both inspirational and practical in its effect.

Melvin J Maas

Chairman Receives Declaration



JOHN A. DIEMAND (left), President, Insurance Company of North America Companies, presents a facsimile copy of the Declaration of Independence to President's Committee Chairman, Maj. Gen. Melvin J. Maas, USMCR, Retired. General Maas attended INA's Washington, D.C., Service Office opening, January 23 as President Eisenhower's personal representative.

Mr. Diemand is president of INA's casualty company, Indemnity Insurance Company of North America, which each year allocates \$30,000 to finance research by Human Resources Corp., subdivision of Abilities, Inc., of Albertson, N.Y.



Harry Knowles, Jr., Receives Citation

SHOWN here is Harry Knowles, Jr., receiving the President's Committee Citation for Meritorious Service from New Jersey's Gov. Robert B. Meyner, who represented Melvin J. Maas, Chairman of the President's Committee, at the ceremonies held in

the State House, Trenton. At the left are Hans Hartz and James A. Hart, former State chairmen of the Governor's Committee on Employment of the Handicapped of which Knowles has been the Executive Secretary for 13 years.

VA Facilitates Vets' Return to Employment

THREE new steps to help disabled veterans make a smoother and quicker comeback to productive employment were announced early in February by the Veterans' Administration.

One step gives disabled veterans a "headstart" toward rehabilitation by allowing them to begin vocational training while they still are patients in VA hospitals.

But they must be well enough along in their hospital treatment to be able to leave the hospital part of the day to attend school or a training establishment, VA said. Before this, disabled

veterans generally had to be out of the hospital before they could begin their rehabilitation training.

Another new step now allows veterans to start vocational rehabilitation training even if they can't complete it by the termination date for training established by the law. However, arrangements must be made for some agency other than the VA—such as a State Rehabilitation Agency—to pick up where VA has to leave off.

Formerly, veterans could take only those courses they could complete by the termination date.

Dallas Regional Meeting April 10

GRASSROOTS employment of the physically handicapped at the hiring level, and gaining public understanding and employer acceptance of these workers, were the two major subjects discussed by a morning employer panel and an afternoon State Committee panel at the Regional Meeting of the President's Committee in Dallas, Tex., April 10.

The four-State meeting included representatives of Governors' Committees, employers, labor, medicine, insurance, and others in rehabilitation and placement of the handicapped from Arkansas, Louisiana, Oklahoma, and Texas, the "host" State.

Gov. Price Daniel of Texas welcomed the delegates when they convened at the Baker Hotel in Dallas. The keynote address was delivered by Maj. Gen. Melvin J. Maas, USMCR, Retired, Chairman of the President's Committee. General Maas also reported progress made in organizing for the Annual Meeting of the President's Committee in Washington, D.C., May 7 and 8.

Lt. Gen. Emmett O'Donnell, Jr., Deputy Chief of Staff, Personnel, Department of the Air Force, was the principal speaker at the noon luncheon in the Baker Hotel. General Maas presented him with the President's Committee Distinguished Service Award which was awarded the Department of the Air Force for its outstanding contribution to public understanding of the employment problems of the physically handicapped and its practical demonstration of utilization of their

employment capabilities in all types and grades of occupations.

The afternoon session began at 2 p.m. with an address by Bill Magarr of Liberty Mutual Life Insurance, Dallas. He spoke on the subject of workmen's compensation in relation to employment of the physically handicapped.

A panel, "Gaining Public Understanding and Employer Acceptance of the Handicapped," followed. How this is accomplished "Through Economic Motivation" was described by Dr. Waldo Stephens, Chairman, Oklahoma Committee; "Through Public Information," F. X. Armstrong, Secretary, Louisiana Committee; "Through Community Cooperation," Dr. Charles E. Thompson, Chairman, Arkansas Committee; and "Through Employer Contacts," Laurence R. Melton, Chairman, Texas Committee.

Mr. Melton was Honorary Chairman for the Regional Meeting. The General Chairman was George H. Scott, Personnel Manager, Chance-Vought Aircraft, Inc., Dallas. Secretary of the meeting was John W. Whitaker, Texas Employment Commission and Secretary of the Texas Governor's Committee.

On April 9, prior to the official opening of the Regional Meeting, General Maas conducted a "shirt sleeve" session with the representatives of the four Governors' Committees attending the meeting. They discussed program teamwork between the President's Committee, Governors' Committees, and the local community committees within those States.

White House Stresses Retention Rights for Disabled

EDITOR'S NOTE: *Further emphasizing a White House policy directive of May 16, 1957, regarding use of physically handicapped workers in the Federal service, Rocco C. Siciliano, Special Assistant to the President for Personnel Management, recently issued the following memorandum regarding retention of Federal employees with permanent disabilities due to Government employment.*

FEBRUARY 19, 1959

TO THE HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

Subject: Employment of the Physically Handicapped Whose Disabilities Are the Result of Work Injuries.

On May 16, 1957, this office issued a policy directive with respect to the utilization of physically handicapped employees in the Federal service. A copy of that statement, which continues to be applicable to Federal departments and agencies, is attached for ready reference. The purpose of this memorandum is to emphasize that portion of the May 16 directive which relates to the retention of the services of employees who have sustained permanent disabilities attributable to their Government employment.

Every proper measure should be used to reassign an individual with a job-related disability to a job he can perform. Simple equity dictates that employees who sustain permanent compensable disabilities be given maximum job security. This is especially true when such injuries or illnesses would prove a deterrent to their being able to obtain suitable employment outside the Government. Persons whose disabilities have required their separation should be reemployed, if practicable, with the least possible delay.

Operating officials, under appropriate management direction, have the primary responsibility for insuring that such employees are given individual placement assistance. This can be done, in many instances, by early and judicious reassignment. In some cases an extra effort to effect a workable realignment of duties may be required. Recourse to benefits under the Employees' Compensation Act or the disability provisions of the Civil Service Retirement Act should be a last rather than first consideration.

The excellent programs that have been developed within the Government for the employment of physically handicapped persons, regardless of whether or not they have previously worked for the Government, must continue undiminished. It is especially important, however, that all departments and agencies give maximum assistance to those whose disabilities are the result of work injuries sustained during their Government employment.



CITATION TO BRYLAWSKI

THE field awards program of the President's Committee is largely the brainchild of A. Julian Brylawski. Mr. Brylawski completed 10 years of devoted service to the Committee, and in recognition of this service was presented a President's Committee special citation. Mr. Brylawski is shown (left) receiving a plaque from the hands of Maj. Gen. Melvin J. Maas, USMCR, Retired, for his outstanding record as chairman and cochairman of the national Awards Committee. Presentation was made at a meeting of the Executive Committee of the Theatre Owners of America, Inc., on March 2, 1959, at the midwinter meeting of the

committee at the Mayflower Hotel, Washington, D.C.

The awards program of the President's Committee has been one of the most important activities of the President's Committee since its formation. The public recognition accorded recipients has played a very important role in gaining the public eye and arousing public interest in employing physically handicapped workers. As cochairman of the Awards Committee during the last years of his service on the Executive Committee, Mr. Brylawski shared responsibility for the program with Mrs. Esther Van Wagoner Tufty, head of the Tufty News Service, Washington, D.C.



DR. WILLIAMS HONORED

ELEVEN YEARS of dedicated service to the President's Committee's program was climaxed February 7 for Dr. Charl Ormond Williams who is shown receiving a President's Committee special citation from Maj. Gen. Melvin J. Maas, USMCR, Retired, for outstanding performance as chairman of the National Essay Contest. The new Essay Contest chairman is Mrs. Stephan J. Nicholas (left), General Federation of Women's Clubs. On the right is Dr. Ruth Stout, President of the National Education Association.

The NEA through its National Association of Secondary School Principals has played an important part in

the National Essay Contest which many States feel is their most productive NEPH activity of the past decade. Dr. Williams was honored in ceremonies in the NEA Board Room during the dedication of the magnificent new NEA Building in Washington. Dr. Williams is a past president of NEA.

Forty-one States participated in the 1959 National Essay Contest and the entries are now in the hands of the judges. The title for 1959 was "Hiring the Handicapped in Our Town." The five winners will share in \$2,000 cash prizes and also receive an all-expense trip to Washington where they receive their checks from the president.

Capability, Not Disability— Keynote at Brookley Air Force Base

By William W. Dailey, Placement Officer,
Directorate of Civilian Personnel, U.S. Air Force

BROOKLEY Air Force Base should be written up in PERFORMANCE for the good job it is doing in employing physically handicapped people," was the suggestion made by Hugh Duffy in a recent letter to the President's Committee on Employment of the Physically Handicapped. Mr. Duffy, a victim of multiple sclerosis, is employed at Brookley in Mobile, Ala. (See cover photo.)

It is easy to agree with Hugh Duffy. This big Air Materiel Command installation has had a large share in making the overall Air Force record for employing the physically handicapped an outstanding one. People with physical impairments are performing effectively in practically every office, shop, and warehouse throughout this busy gulf coast airbase. Their specialties range from all skill levels in the blue collar trades to clerical, administrative, and professional positions.

No one had to sell Brookley on the idea that hiring the handicapped is good business. As the largest employer in the Mobile area, Brookley led the way in the community and State in providing equal employment opportunities for the handicapped. From the early expansion days of World War II, handicapped applicants have been welcomed as a fruitful source of the skilled manpower needed to accomplish the base's vital logistics mission. As a result, the proportion of physically

handicapped employees there has grown steadily from the early 1940's reaching 10 percent of the work force by 1956, and now standing at approximately 12 percent of the 15,000-plus employees.

Strong top-level management support has been given to the employment of handicapped workers by Brookley Commander, Maj. Gen. Dan F. Callahan and his predecessors. This has been energetically translated into practical placements at the working level by civilian personnel officer Rassie G. Smith and his capable staff, working as a team with supervisors, medical and safety officers.

Hugh Duffy is a good example. His letter to the President's Committee expressed in warm words his satisfaction with the useful work he is doing at Brookley as a statistical draftsman. Because multiple sclerosis has limited his mobility, special efforts were made by his supervisors to assign him a parking space near his worksite, and to exempt him from the usual routine of punching the timeclock. Mr. Duffy has over 16 years service with the Government. He came to Brookley in 1950 from the U.S. Army Corps of Engineers. Not only is he a highly capable draftsman, but his hobby of painting has won him considerable recognition, including Mobile's "Hobby Painter of the Year" honors. His oil paintings are displayed at the University of Ala-

bama and at the Virginia Museum of Fine Arts.

Another noteworthy example among the over 1,600 Brookley handicapped workers is George Stewart, a blind electrical accessories repairer. He has been officially commended by the Air Force for publicly demonstrating his skill on numerous occasions including expositions sponsored by the President's Committee in Washington and Miami. Thus, he is helping to convince other employers by his personal example that disability does not mean inability.

George Stewart's healthy attitude toward his disability is inspiring. He often volunteers to pick out the winning ticket whenever a drawing is held at social functions—he says he's better qualified to do it because he doesn't need to be blindfolded.

Brookley has received much local and national recognition, including the

Award of Merit from the President's Committee and the Employer of the Year Award given by the American Legion. Contributions made by Brookley's handicapped to the Nation's defense have been portrayed in films—the Air Force's "Who's Handicapped?" and Brookley's own "Base With A Heart"—and in many publications.

Joe L. Coleman, Director of the Alabama Department of Industrial Relations summed up the Brookley story eloquently when he presented the Award of Merit to the base. "... an employer who has never attempted to separate the handicapped as a group apart . . . an employer who has pioneered in integrating them into a pattern calling for successful competition with the physically whole. Handicapped employees have honored Brookley through human worth. Written words and signatures of even the most mighty cannot match this honor."

Supplement on State Legislation Available

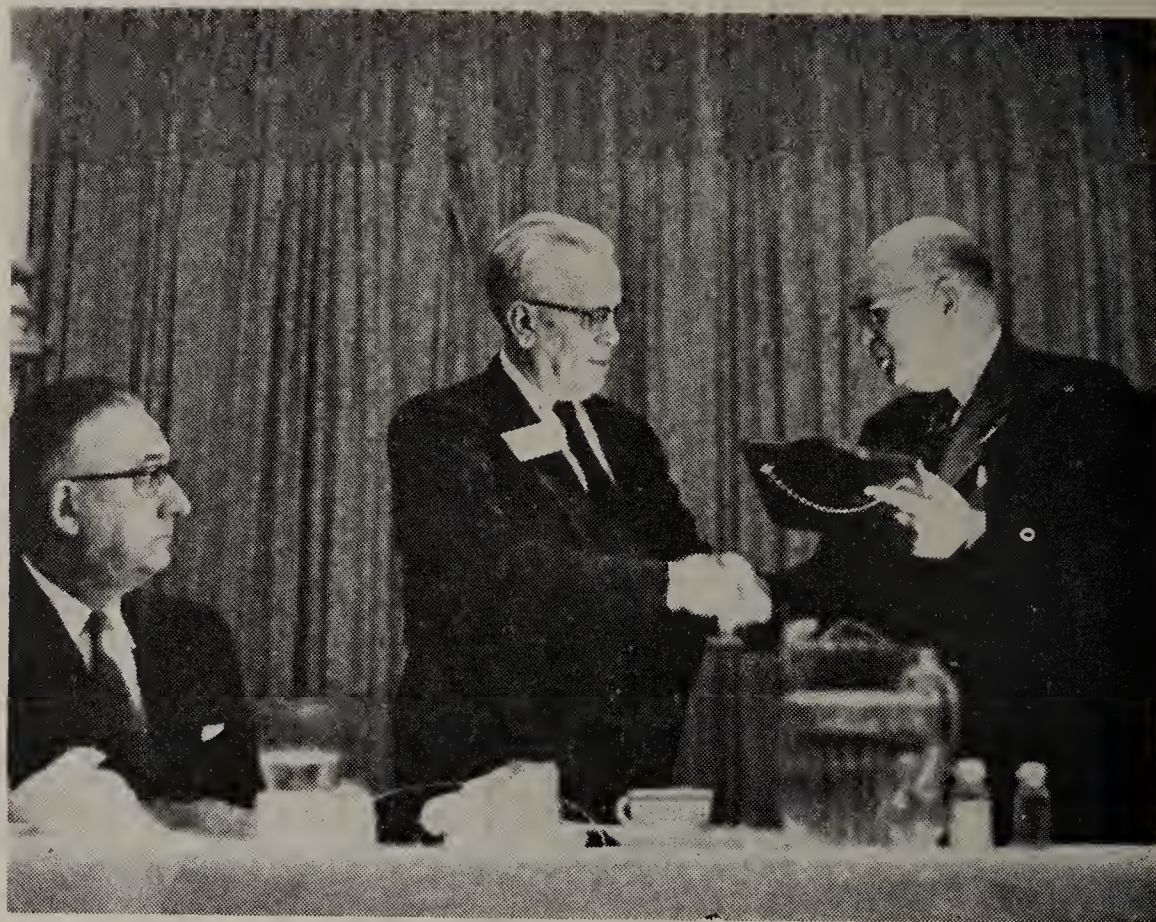
THE Committee of State Officials on Suggested State Legislation of the Council of State Governments has recently completed publication of supplement to their document, "Suggested State Legislation—Program for 1959."

The publication extends the information included in the original document of the same title and deals with most recent suggestions for liberalizing workmen's compensation legislation, particularly in the field of radiation hazards; it recommends that workmen's compensation laws be compulsory rather than elective.

The 40-page document includes additional information concerning full coverage of occupational diseases and suggests that full medical benefits for both accidental injuries and occupational diseases be provided by law.

It suggests broader type coverage for second injury funds and includes suggested legislation to liberalize such laws throughout States.

A limited number of these documents may be obtained without charge by writing to Bruce A. Greene, Division of State Services, Bureau of Labor Standards, U.S. Department of Labor, Washington 25, D.C.



American Hospital Association's Journal Receives Spotlight Award

THE Spotlight Award was presented by the President's Committee to the Journal of the American Hospital Association in Chicago during the Midyear Conference of presidents and secretaries of the Association.

The Award was presented by Dr. Edward C. Holmblad, managing director of the Industrial Medical Association and chairman of the Medical Com-

mittee of the President's Committee, to Ray Amberg, president of the American Hospital Association. The Award was given for the best photo feature concerning handicapped workers published during 1957. Seated, left to right, are: Dr. F. J. L. Blasingame, executive vice president of the American Medical Association; Mr. Amberg; and Dr. Holmblad.

1959 Annual Meeting *(Continued from p. 1)*

Friday afternoon, May 8, the annual luncheon will be held at the Hotel Washington beginning at 12:15 p.m. A prominent celebrity in the entertainment field is to be selected to act as toastmaster for this occasion. Presentation of awards by the Chairman will follow. Sir Kenneth Coles, President, International Society for the Welfare

of Cripples, Sydney, Australia, will make the principal address at the luncheon. Following the formal luncheon session there will be a 2-hour meeting of State Chairmen and Secretaries to thrash out mutual problems and discuss a general action program for the coming year.



Cleveland Committee Receives First Cash Donation

OLIVER EMERSON (left), Account Executive for Tower Press and representative for the barbershop octet known as the "Sleepless Knights," presents a check for \$500 to Fritz McGuire (center), Chairman of the Cleveland Mayor's Committee for Employment of the Handicapped, and Mayor Anthony J. Celebrezze. The money represents proceeds from the sale of the "Sleepless Knights" album of barbershop quartet favorites. The sale of the first pressing was earmarked for the operating fund of the Committee.

This contribution represents the first funds made available to the committee in its 13-year history. Prior to the gift, the committee operated on a voluntary basis with promotional expenses coming from Mr. McGuire and other members of the committee.

The "Sleepless Knights" are a group of 11 businessmen who enjoy barbershop singing enough to organize an amateur group that has been appearing at social, civic, industrial, and religious functions.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

ARTICLES MAY BE REPRINTED WITH OR WITHOUT CREDIT. PHOTOS ARE AVAILABLE UPON REQUEST; GIVE CREDIT WHEN INDICATED.

Hughes Film Shown To Top Magazine Editors

A SPECIAL showing of the film, "Employees Only," recently produced by the Hughes Aircraft Co. for the President's Committee, was shown to a group of editors of nationally distributed popular magazines at the Waldorf-Astoria Hotel, New York City, March 19.

The film was shown to give the editors a graphic picture of how one of the Nation's most important manufacturing plants has integrated more than 300 physically impaired men and women into its work force and how they have proved to be as able and productive as the able bodied.

Sumner G. Whittier, Administrator of Veterans' Affairs, discussed the advantages to be derived from employing qualified handicapped workers. Mr. Whittier said, in part, to the magazine editors:

"This is why we are meeting here today. The President's Committee needs your help in selling an idea. The Committee has been working for far longer than a decade, and with no little success, to sell this idea to America; but you know how it is with ideas—there always is so much more that needs to be done.

"It is no shining new idea—like atomic energy or flights to the moon. Instead, it is as old as time.

"It is a sort of practical application of the Golden Rule: Do unto others as you would have others do unto you.

"It is the idea of equal job opportunity for the handicapped; the idea of measuring a man by what he can do,

rather than by what he cannot do—as you would wish others to measure you.

"And yet there are some in this country—altogether too many—who certainly do not practice it. . . .

"There are still employers with such high physical standards for employment that I doubt whether many of us could qualify for jobs; employers who still retain in their minds the stereotype of the handicapped—all the handicapped—as the beggar selling pencils on a street corner.

"Is this doing unto others as you would have others do unto you?

"There are still hundreds of thousands of handicapped men and women in this country—probably some 2 million of them—who are jobless not because they don't want to work but because they cannot find work.

"There are veterans—men disabled in the service of their country—who have completed VA programs of vocational rehabilitation training, who are thoroughly prepared for new careers, but who are unemployed. . . .

"If some employers are prejudiced, it is because they are uninformed; they do not know; they have not been exposed to the facts and the truths about the handicapped. Somebody has to tell them. Somebody has to open their eyes to the truth. Somebody has to inform them of the facts of nationwide surveys which have proved, time and again, that the handicapped, when properly placed on the job, can *more*

than hold their own in the best of company. . . .

"The magazines of America—yours included—are giving eminent support to the Golden Rule of job equality for the handicapped. . . .

"But the efforts and the support must never be allowed to wane or grow dim. . . .

"So we ask your lasting support. We ask that the flow of articles continue, as it has so notably in the past; that it not dry up like an Arizona creek in July.

"We ask for repetition within reason—not a one-shot approach and then, forever silence; nor an overload of stories that would quickly wear out

our welcome; but repetition within reason. . . .

"For every effort you make in behalf of the handicapped rips away a portion of that deadly curtain of prejudice. Every effort restores at least some portion of hope to the thousands of your fellow men and women who sit at home in idleness, shackled by the chains of unthinking prejudice, the chains of ignorance."

Most of the editors attending the meeting represented national magazines which have continually made a national contribution to the hire-the-handicapped program by publishing articles indicating the merit and abilities of physically impaired workers.

Providence, R.I. Station Aids Handicap Program

DURING 1958, radio station WPRO in Providence, R.I., supported the "Hire the Handicapped" campaign with a total of 523 messages, an average of over 40 announcements per month.

These announcements were broadcast on a continuing basis throughout the year, with additional emphasis during National Employ the Physically Handicapped Week in October.

In addition to these spot announcements which were broadcast by staff announcers, radio station WPRO also made their facilities available for special tape recordings of messages by Harold Stanzler, Chairman of the Rhode Island Governor's Committee, and Thomas H. Bride, Director of the

Rhode Island Department of Employment Security.

The station, which is a network affiliate of CBS, also made an extra tape of these special messages for use by a smaller independent station in Rhode Island.

As evidence of WPRO's continuing support of the "Hire the Handicapped" program, Joseph Jasmin, radio operations coordinator, offered his cooperation with the Governor's Committee for the development of a half-hour documentary program dealing with the rehabilitation and employment of a physically handicapped person in Rhode Island. A case history for this documentary is under consideration at the present time.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED



Recording Company Honored

THOSE recorded "Hire the Handicapped" radio messages by top entertainers you've been hearing for these many years have come about because of the generous public spirit of the gentleman at the left. He is Daken K. Broadhead, President of Allied Record Manufacturing Co., Hollywood, Calif., the firm that has donated the radio recordings to the President's Committee each NEPH Week for nearly a decade. In recognition of Allied's

annual contribution (termed by some radio stations "the best thing that comes out of the Committee"), Broadhead was presented a President's Committee Commendation by Justin Johnson, Chairman of the California Governor's Committee. Looking on is Leslie C. Fitzgerald, VA Information Service Representative in Los Angeles, who has been arranging the "Hire the Handicapped" platters for as long as Allied has been pressing them.

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Performance

THE STORY OF THE HANDICAPPED



"Handicapped American of the Year"

The President's Committee on Employment
of the Physically Handicapped

MAY 1959



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Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of The President's Committee on Employment
of The Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Earl Bunting, Gordon M. Freeman
Vice Chairmen

William P. McCahill
Executive Secretary

Vol. IX, No. 11

May 1959

Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

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The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Civil and Defense Mobilization, and the Administrator of the General Services Administration.

Printing of this publication approved by Director,
Bureau of the Budget, June 21, 1956

North Dakota Woman Ph. D. Wins 1958 President's Trophy

BORN without feet or hands, Anne H. Carlsen, Ph. D. of Jamestown, N. Dak. (see cover photo), has climaxed a lifetime of dedicated service to her fellow sufferers from impairment by being named to receive the eighth annual President's Trophy as the "Handicapped American of the Year." It is awarded annually by the President's Committee in the name of the President of the United States.

Dr. Carlsen received the award, May 7, at the Annual Meeting of the President's Committee in the Departmental Auditorium, Washington, D.C.

Dr. Carlsen, who is Superintendent of the Crippled Children's School, Jamestown, N. Dak., has devoted her entire lifetime to the rehabilitation and education of severely handicapped children and has developed an international reputation for her amazing accomplishments. While her school is frequently compared to the famous Mayo Clinic, Rochester, Minn., she hastens to protest that the Crippled Children's School "is in every sense of the word, a school."

Dr. Carlsen was nominated for the high honor by the North Dakota Governor's Committee on Employment of the Physically Handicapped, Walter R. Johnson, Chairman. Her nomination was personally supported by Gov. John E. Davis of North Dakota; Gov. Joe Foss, South Dakota; Gov. William G. Stratton, Illinois; Gov. Herchel C. Loveless, Iowa; and Gov. J. Hugo Aronson, Montana. Scores of her

former students and many officials, prominent in the rehabilitation field in the midwest, also added their approval to Dr. Carlsen's nomination.

Dr. Carlsen's life story is an inspiration for anyone who has ever suffered a physical disability or who has come in contact with physically impaired people in daily life. For years she was a teacher and a guiding spirit to physically handicapped children in North Dakota. Her own struggle, which she has so ably won, has prompted many admirers to say that she is the "completely adjusted handicapped woman."

Encouraged to Participate In Childhood Activities

Dr. Carlsen was born in Grantsburg, Wis. She had only stubs of arms that ended above the elbow. One leg ended above the knee and the other was malformed, terminating in a clubfoot. At four, her mother died. Her father, Alfred Carlsen, and a 13-year-old sister gave every encouragement to the little girl and soon she was playing games with the rest of the children and even managed to participate in an amended version of baseball with the assistance of a coaster wagon. Hers was a long uphill struggle including a long siege in a hospital to straighten contractures of her knees. This done, she was fitted with artificial legs and soon learned to use crutches. She has amazing dexterity with the stumps of her arms and manages to write a beautiful hand. Her

(Continued on p. 13)

Advisory Council Places Greater Emphasis On Federal Handicapped Program

CONVINCING evidence that departments of Federal Government have cooperated in the past and are planning further to support the policy of giving physically handicapped workers equal opportunity in government employment was indicated by the attendance of many high officials at the recent meeting of the Advisory Council of the President's Committee at the White House, February 17.

Participation by three Cabinet members showed that the President's Committee is receiving effective cooperation and that the Federal Government is attempting to set an example for private industry in its hiring policies affecting the physically impaired workers.

A list of those attending shows just how deep is the interest in this particular field of activity. Council members attending the meeting included Secretary of Commerce Lewis L. Strauss; Secretary of Labor James P. Mitchell; Secretary of Health, Education, and Welfare Arthur S. Flemming; Harris Ellsworth, Retiring Chairman, Civil Service Commission; Administrator of Veterans Affairs Sumner G. Whittier; and Rocco C. Siciliano, Special Assistant to the President for Personnel Management. Gerald D. Morgan, Deputy Assistant to President Eisenhower, also attended.

Additional representatives who attended were: for the U.S. Department of Labor—Under Secretary James T. O'Connell; Robert C. Goodwin, Director, Bureau of Employment Security;

and Earl T. Klein, Chief, Division of Counseling and Special Applicant Services, BES; for the Department of Commerce—Assistant Secretary of Commerce George T. Moore; for the Civil Service Commission—Roger Jones, Chairman Designate (who has since taken over his new office); Dr. Eugene Chapin, Medical Director; for the Department of Health, Education, and Welfare—Dr. Aims C. McGuinness, Special Assistant for Health and Medical Affairs; Miss Mary Switzer, Director, Office of Vocational Rehabilitation; Russell J. N. Dean, Chairman, Policy Planning and Legislation Staff, OVR; for the Veterans Administration—Bernard Posner, Assistant Director of Information for Radio and Television, Veterans Administration.

Maj. Gen. Melvin J. Maas, Chairman of the President's Committee, headed a delegation including Earl Bunting, Vice Chairman; William P. McCahill, Executive Secretary; and K. Vernon Banta, Deputy Executive Secretary.

This imposing array of officialdom discussed future plans and activities of the hire-the-handicapped program in the Federal structure.

Mr. Siciliano read the latest draft of a prepared message from his office to the heads of all Federal agencies regarding retention of injured workers. (Full text of this message appeared in the April issue of PERFORMANCE.)

Further action was taken at the meeting to develop a handbook which has been given the preliminary title, "Tentative Guide—Facilities in Public



Those attending the meeting of the Advisory Council of the President's Committee at the White House, February 17, 1959, were: Seated, left to right, Secretary of Commerce Strauss, Secretary of Health, Education, and Welfare Flemming, Mr. Bunting, General Maas, Secretary of Labor Mitchell, Mr. Morgan, and Civil Service Commissioner Ellsworth. Standing, left to right, Mr. McCahill, Veterans Administrator Whittier, Mr. Siciliano, Assistant Secretary of Commerce Moore, Dr. McGuinness, Mr. Posner, Miss Switzer, Mr. Dean, Mr. Goodwin, Under Secretary of Labor O'Connell, Mr. Klein, Dr. Chapin, and Mr. Banta.

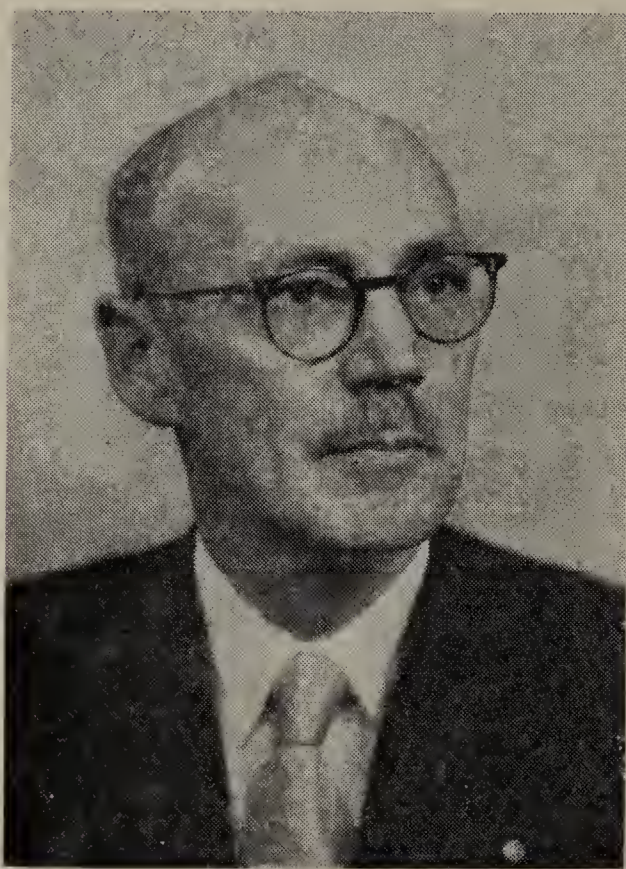
Buildings for Persons with Ambulatory Impairments." Sumner G. Whittier, Administrator of Veterans Affairs, was Chairman of this special committee. The Public Buildings Service of General Services Administration has distributed 100 copies of the tentative guide to field offices for constructive suggestions as to the most effective way to improve entrance facilities to public buildings for handicapped workers. The President's Committee concurrently consulted with the Capitol Architect. The Bureau of Employment Security has reproduced the guide and issued it to State Employment Security agencies as standards for buildings used by the State Employment Services and State Unemployment Insurance offices.

On recommendation of the Chairman of the President's Committee and the Chairman of the ad hoc committee the American Standards Association is also considering the development of recommended standards for guidance of architects, engineers and builders concerned with building construction or remodeling. The Department of Health, Education, and Welfare has also submitted the problem to its major field offices.

A special committee on the operation of vending stands in Federal buildings under the chairmanship of Miss Mary Switzer, Director of the Office of Vocational Rehabilitation, HEW, submitted a report indicating actions needed to make more effective the

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Annual Meeting Luncheon Speaker



Sir Kenneth Coles

SIR Kenneth Coles, President of the International Society for the Welfare of Cripples, delivered the principal address at the International Luncheon, May 8, of the Annual Meeting of the President's Committee. Sir Kenneth, a resident of Sydney, Australia, spoke on "Achieving World Understanding."

The title of Knight Bachelor was conferred on Sir Kenneth by Her Majesty Queen Elizabeth II in July 1957 in recognition of outstanding services to charity in the Commonwealth of Australia.

He is Chairman of the Board of Directors of G. J. Coles and Co. (chain of 300 variety stores), and Vice Chairman of Rothmans Ltd. He is Past President of Associated Chambers of Commerce of Australia and Past President of the Australian Council of Retailers. He is the Australian Representative on the Council of the Federation of British Commonwealth and Empire Chambers of Commerce. Recently he was appointed as a member of a Commonwealth Government Committee to consider a changeover to decimal currency.

Sir Kenneth is also president of the New South Wales Society for Crippled Children.

The International Society for the Welfare of Cripples held its last meeting in London, England, in 1958. The next meeting is scheduled for August 28-September 3, 1960, at the Waldorf Astoria Hotel, New York City.

Rehab Conference For Latin-America

THE Commonwealth of Puerto Rico, in association with the International Society for the Welfare of Cripples, is organizing a Fourth Inter-American Conference on Rehabilitation, which will be held in San Juan, May 20-23, 1959, Donald V. Wilson, ISWC Secretary General, announced.

A fundamental part of the Society's overall program, designed to raise the

level of rehabilitation knowledge everywhere, the 4-day session will bring together professional, governmental, and civic groups from Caribbean and Latin-American nations, concerned alike with the expansion and improvement of services for disabled children and adults. Delegations from the United States and Canada are also expected to participate.

Jobs for the Handicapped Is Theme of Post Graduate Public Relations Course

AN UNUSUAL personal-dedication to a cause has been a strong guiding influence in the career of one of the Veterans Administration's ablest young executives.

For almost 6 years the glaring need to provide equal job opportunity for qualified physically handicapped workers has been a preoccupation of Bernard Posner, Assistant Director of Information for Radio and Television, Veterans Administration.

If Bernie Posner were a less stable young man, his keen interest in the national hire-the-handicapped program might be termed an obsession. It is most certainly not. It just so happens that Posner, besides being a man of deep compassion and understanding, also happens to be one of the most profound public relations minds in the Nation's Capital—and one of the busiest writers of speeches, scripts, TV and radio announcements in town—along with his many other regular duties.

As the program to provide job opportunity for physically impaired men and women gathered momentum in the late 40's, Posner voluntarily added the burden of preparing the bulk of the radio and television materials for the President's Committee to his already overloaded schedule at VA. While intensely promoting the cause of the disabled veteran, Posner also made his own scope far wider by personally championing the cause of all handicapped workers.

"I like it," he says simply. "It satisfies something inside me."

In the past 2 years Posner labored mightily to obtain the degree of Master of Arts at American University in Washington, D.C. The subject of his thesis? The use of radio and television in promoting the national hire-the-handicapped program—of course! He won his degree.

In February 1959, he was invited to conduct a course of study for post graduates at American University on the subject "Promotional Campaigns." What type of campaign did he choose as a prime example? The national hire-the-handicapped program, to be sure!

Posner planned the course to be most stimulating. He arranged to embellish the lecture periods with such an outstanding addition to his own discourse as an address by Sen. John S. Sparkman of Alabama on the public relations aspects of conducting political campaigns. Senator Sparkman, by no accident, just happens to be one of the pioneers in the Congress who first sponsored the legislation for the President's Committee.

Others to address the class during the current semester will include Roy Johnson, Public Relations Director of the American Red Cross, who will discuss the huge organization's national and local public relations efforts and who represents ARC on the President's Committee. Harry Brager, Washington, D.C., public relations consultant,



Bernard Posner, Assistant Director of Information for Radio and Television, Veterans Administration, has taken up the cause of the physically handicapped worker as a personal crusade. On invitation from American University, he is teaching a post graduate course in promotion and public relations at the university and has assembled a top-flight group of lecturers to enliven the course. One of these is Sen. John Sparkman, U.S. Senator from Alabama, who was one of the pioneer champions of the President's Committee's program. Posner chose the national program to promote jobs for the handicapped as an example for his course.

who will discuss fund raising campaigns, worked with the President's Committee on one of its finest side ventures—an art contest for the handicapped. William S. Frank of Sam Stavisky Associates, who will discuss the public relations approach to the introduction of new products, was the first publicity chairman of the D.C. Committee for the Handicapped. George Daugherty, Washington attorney, will outline a typical public relations approach to Congress; and George Fishman, Public Relations Chief in Washington for Warner Brothers, will discuss public relations campaigns in the motion picture industry. Mr. Fishman works daily with the

President's Committee on newsreel and movie coverage.

From these contrasting views of public relations, Posner will interpret the conduct of the current national promotion campaign for jobs for the handicapped for his students. The course will continue in 1960.

The class includes mainly beginners and novices in the field of public relations. Two students are a couple from the Philippine Republic who are in the United States to receive their doctorates. Several others are full-time seniors in the university.

Commenting on Mr. Posner's zeal and enthusiasm for the cause of the

(Continued on p. 10)

DAV Official Urges More Help for Handicapped

DAV National Director of Employment Relations John W. Burris recently issued a bulletin to "All Department and Chapter Commanders, Adjutants and Employment Officers," appealing for closer cooperation with State and local groups in promoting job placement of disabled veterans.

Director Burris listed six recommendations of the Disabled Veterans' Subcommittee of the President's Committee on Employment of the Physically Handicapped and urged departments and chapters to secure more publicity for employers who have outstanding programs for employment of the disabled.

The following recommendations were made:

1. Encourage chapters and departments to make efforts to secure more publicity when local employers make outstanding placements of disabled veterans. This can be aided by presentation of a citation or plaque to those employers who actually deserve same.

2. Show more interest in State Workmen's Compensation second-injury laws in each Department and seek State legislation to strengthen such laws where necessary.

3. Show increased interest in the employment problems of our older workers.

4. Cooperate more closely with other local and State groups who are interested in providing more employment possibilities for the homebound.

5. Compile a list of employers who have received citations in each Department in recent years, the local chapters to supply the Department Employment Officer with such information.

6. Every Department should, if it has not already done so, make an effort to affiliate with the Governor's Committee on Employment of the Physically Handicapped and every chapter should do likewise as to the local Mayor's Committee (if there is one) and if not, make efforts to have your Mayor form such a committee.

Virginia Opincar Selected as U.S. Lady-of-the-Year

MRS. VIRGINIA OPINCAR, wife of M/Sgt. John Opincar of Fort Carson, Colo., has been selected as the U.S. Lady-of-the-Year by a selection board chosen by the magazine, U.S. Lady, the Service Family Journal.

Mrs. Opincar was selected for the honor because of her work with retarded youngsters. She has worked

selflessly for the past 12 years in Europe and the United States in this field and is, at present, principal of Colorado Springs Hope House for retarded children.

Mrs. Opincar, herself, has deficient hearing. Her work at Hope House has been generously endowed by service families in the area.



Assistant Editor Attends NAB Meet

THE President's Committee was ably represented at the recent annual convention of the National Association of Broadcasters by Miss Leah Smuckler, Assistant Editor of Performance. Miss Smuckler conveyed the thanks of Maj. Gen. Melvin J. Maas, Chairman of the President's Committee, to Harold Fellows, President of NAB, who has personally supported the national campaign to obtain jobs for the handicapped and has been abetted by the more than 2,000 members of his nationwide organization.

Miss Smuckler is shown standing before the Advertising Council's public service exhibit at the NAB Convention with Mr. Fellows. The meeting was held at the Conrad Hilton Hotel, Chicago, Ill., March 16-18.

1960 NATIONAL ESSAY CONTEST THEME

"Jobs for the Handicapped—Passports to Dignity"

“Operation Bottleneck”

By Godfrey D. Stevens

Director of Special Education
United Cerebral Palsy Associations, Inc.

THOUSANDS of cerebral palsied children will not be adequately educated or trained vocationally to take their places in the work-a-day world because of inadequate training or none at all. The demand for teachers,



Godfrey D. Stevens

vocational counselors, and rehabilitation workers to serve the training needs of the handicapped, of which the cerebral palsied is a large group, is now at an all time high.

Although recruiting activities have been stepped up in the past few years through the efforts of such national health organizations as United Cerebral Palsy Associations, professional associations, and the high school careers program, the glamour attached to careers in science and industry having to do with atomic developments, nu-

clear weapons, and space missiles makes careers in human service dull by comparison. Even if it were possible to make rehabilitation-type professions interesting and profitable through increased effort in recruitment, it would be impossible to absorb large numbers of young people in our institutions of higher learning where this sort of training is obtained because of a major bottleneck—the shortage of trained personnel at the university and college level.

In a democratic society such as ours, everyone has a responsibility and a right to work in productive employment. Public and private agencies, working together, can assist handicapped people to acquire the skills which make this possible. The investment in training the handicapped will be returned many times over, since it has long been recognized that the rehabilitated worker can earn far more than the costs of his training.

Programs of professional training are based on the principle that the university teacher is the prime requisite. If we are to do anything constructive to improve the quantity and quality of professional services to the handicapped, our first line of attack will be to break this bottleneck, *the shortage of college professors and people thoroughly trained in leadership positions.*

United Cerebral Palsy has attempted to minimize this problem for nearly a decade. Funds from its Research and

Educational Foundation have been channeled into colleges and universities across the country to aid in developing professional training programs.

Recognizing the acute situation, United Cerebral Palsy has, since its inception, focused its resources and energies on professional training. The problem was attacked in two general ways—by giving financial assistance to colleges and universities which could adequately train vocational counselors and teachers; by awarding grants to the American Occupational Therapy Association, the American Speech and Hearing Foundation, and the American Physical Association which in turn administer the disbursements of grants to individual recipients.

More recently, as it became clearer that the bottleneck was at the university and college level, United Cerebral Palsy has augmented its program by channeling substantial amounts of funds into institutions of higher learning which will be directed, for the moment, to training college professors.

An example of this is seen in a recent grant to the Southern Regional Educational Board, which will coordinate a teacher-training program at the University of Texas and the George Peabody College for Teachers in Nashville, Tenn., to provide adequate financial support for established professional workers to go into teacher-training to ultimately staff programs of special education which are vitally needed.

As a consequence, larger numbers of vocational counselors, teachers and rehabilitation workers will become available and the handicapped will find their rightful place in the world.

Posner

(Continued from p. 6)

handicapped worker, Maj. Gen. Melvin J. Maas, USMCR Ret., Chairman of the President's Committee, said:

"If we had a few hundred Bernie Posners we'd get this job done in jig-time. I know of no one among the thousands of dedicated volunteers working with the President's Committee who has shown a fuller measure of devotion. Bernie Posner is one of our strongest right arms."

Says Posner: "It is a very rewarding work. I frankly enjoy it. I like to see a guy hired for his ability and not his disability. That goes for the girls, too. It's archaic for an employer to shy away from a job applicant because of the absence of an arm, or a leg or an eye. When considering the huge army of potentially employable physically handicapped workers for job openings, it isn't what is absent that counts. It is what is present and can be accounted for. Just give most of the handicapped a chance. They'll show you."

"I wish other teachers would use the same material in post graduate courses on public relations in other universities and colleges. It would help us to get the message across to hundreds of more people. That is what is needed—more and more education of the employer, the employee, and the general public on the true merit of physically impaired workers."

Mr. Posner is a native Ohioan and received his bachelor's degree in his home town at the University of Cincinnati. With his wife, a son and a daughter, he lives in Silver Spring, Md., a suburb of Washington, D.C.



Las Vegas, N. Mex., Committee Active

THE Las Vegas, N. Mex., Committee on Employment of the Physically Handicapped works on a year-round basis with the local office of the New Mexico State Employment Service in promoting job openings for handicapped applicants. Members of the committee are, left to right: Nick Aragon, VFW commander, Post No. 1547; Eloy E. Ludi, secretary and local office manager of NMSES; Antonio D. Baca, chairman and Las Vegas postmaster; Don Martinez, local VA contact representative; and Ben Lucero of the Department of Public Welfare.

Deaf Students Seek Commercial Art Jobs

TEN Gallaudet College students, 6 majors and 4 minors in art, made a 6-day field trip in March and April to study the possibilities for employment in the field of commercial art, Mrs. Elva Loe, chairman of the Department of Art at Gallaudet College, announced. (Gallaudet College is the world's only college for the deaf. It is located in Washington, D.C.)

Accompanied by their instructors in

art, the group visited Philadelphia, Pa., Wilmington, Del., Trenton, N.J., and New York City.

En route to New York City April 1, the group visited the Art Department of Dunham's Department Store in Trenton, N.J., and talked with Gallaudet graduate, Nancy Timko, who works in the Art Department of Dunham's.

The students hope to find employment upon graduation.

Advisory Council

(Continued from p. 3)

legislation by Congress giving preference to the blind in operating vending stands on Federal property. The committee recommended that the General Services Administration be acquainted with the precise provisions of the law and that GSA personnel in each region be selected to stimulate the development of more such stands throughout the country. Also, it was further recommended that GSA architects routinely consult with State licensing agencies for the blind when new buildings are being designed to arrange for suitable space for vending stands. It was also recommended that the GSA, the OVR, the D.C. OVR, and the President's Committee conduct joint programs in the District of Columbia to expand vending stand operations for the blind which would serve as a model for other municipalities throughout the country.

A special report on the Advisory Council Meeting has been prepared by General Maas for presentation to President Eisenhower. In his letter of transmittal, General Maas said to the President:

"With your continued support and encouragement and with the generous cooperation of the Congress, the Governors of the States, and the leaders of our business, professional and labor groups we shall redouble our efforts to create a better climate of public opinion so that the handicapped may find, retain and advance in employment suited to their talents and abilities."

The matter of imprinting the Presi-

dent's Committee slogan on the stationery of members of many Federal departments and agencies was referred to the Bureau of the Budget for consideration.

Council members generally agreed that they would make every effort to fill one national speaking engagement during National Employ the Physically Handicapped Week, October 4-10. They also agreed to include reference to the handicapped in public statements whenever possible.

The possibility of a new survey on work performance of the handicapped was taken under consideration. Secretary Flemming agreed to head a special committee to study this problem and named Miss Switzer his Executive Vice Chairman.

The great need to obtain more cooperation from safety engineers throughout American industry in developing a better climate of acceptance for physically handicapped workers was submitted for future study. Mr. Bunting was named chairman of a special committee to study this problem.

The Departments of Commerce and Health, Education, and Welfare agreed to cooperate more closely in the future with the President's Committee in development of special exhibits for international trade fairs. General Maas reported that the cooperative teamwork between members of the Advisory Council was increasingly apparent during the year, 1958.

During that period, almost daily liaison was maintained by the President's Committee and executives of operating bureaus of Council members. Member cooperation was of such an

outstanding nature that the Awards Committee of the President's Committee named the Civil Service Commission, the Bureau of Employment Security of the U.S. Department of Labor, and the Office of Vocational Rehabilitation, HEW, to receive the Distinguished Service Award, highest honor of the President's Committee.

The meeting brought together for the first time as members of the Council, Admiral Strauss, Secretary Fleming, and Mr. Jones.

Two members of the Advisory Council are scheduled to speak at the President's Committee Annual Meeting, May

7-8, Washington, D.C.—Secretary Flemming and Mr. Whittier.

Chairman Maas expressed gratitude to Mr. Morgan for his cooperation in the White House release of a recent publication, "Help for Handicapped Women," jointly prepared by the Women's Bureau of the U.S. Department of Labor and the Office of Vocational Rehabilitation of HEW.

The Chairman also reported that two new members have been added to the Associate Member roster. They are William Pierce Rogers, Attorney General of the United States, and Franklin Floete, Administrator of General Services Administration.

Anne H. Carlsen, Ph.D.

(Continued from p. 1)

most recent accomplishment was to qualify as a driver of a motor car.

"The spirit is a wonderful thing," Dr. Carlsen says, "I know what I can do."

Since taking over the reins at the Crippled Children's School in Jamestown in 1950, Dr. Carlsen has developed an international reputation for her genius in rehabilitating severely handicapped boys and girls. Numbers of severely impaired students leave the school each year, thoroughly trained for social independence. Many go on to college and win advanced degrees. One of Dr. Carlsen's prize pupils, a victim of cerebral palsy, is now a research physicist with the Federal Government. Dr. Carlsen's reputation has attracted physically handicapped students from as far away as Puerto Rico, Canada, and Alaska. At the present time, children from 15 States and Canada are enrolled in the Jamestown School.

Those who know Dr. Carlsen say she is a constant inspiration to her students. Much of her social time she spends with graduates of her school. To indicate her lifelong preoccupation with the problems of children, she received her doctorate for a thesis on the subject, "A Comparative Study of the Response of Crippled and Non-Crippled Adolescents on Some Personality and Interests Tests."

The President's Trophy is created each year by handicapped students at the Institute for the Crippled and Disabled, New York City, Willis C. Gorthy, Director. It is a handsome metal plaque on a polished wooden base bearing a suitable inscription to the Trophy winner and includes the signature of the President of the United States in facsimile.

The Awards Committee of the President's Committee selected Dr. Carlsen for the 1958 award.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

\$500 Arthritis Writing Award Offered

THE Russell L. Cecil Award for science writing in the rheumatic diseases will in 1959, and for the first time, carry an honorarium of \$500. It has been announced by the Arthritis and Rheumatism Foundation, sponsors of the annual competition.

The award, named in honor of Dr. Russell L. Cecil, pioneer rheumatologist and consulting medical director of the foundation, will be presented to the author of the outstanding writing effort on arthritis during the coming year for newspapers, magazines, or the broadcasting media.

Purpose of the award, established in 1956 on the anniversary of Dr. Cecil's 50th year in medicine, the foundation explained, is "to encourage the writing of stories and scripts on the subject of arthritis. Entries will be judged on their effectiveness in stimulating greater

public knowledge of the widespread problem of arthritis and the other rheumatic diseases."

Entries, which may be submitted by the author, editor, publisher, or station representative, will be judged by a special committee to be announced at a later date. Entries must have been broadcast or published between January 1 and December 31, 1959. Rules governing the competition and application blanks are available from the Arthritis and Rheumatism Foundation, 10 Columbus Circle, New York 19, N.Y., or any 1 of its 54 chapters.

If the winner of the award lives outside New York City, his expenses to attend a special award presentation ceremony in New York during the spring of 1960 will be borne by the foundation.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

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THE STORY OF THE HANDICAPPED



1959 National Essay Contest Winners

The President's Committee on Employment
of the Physically Handicapped

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Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment
of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Earl Bunting, Gordon M. Freeman
Vice Chairmen

William P. McCahill
Executive Secretary

Vol. IX, No. 12

June 1959

Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

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Cover Photo: (Left to right) Margaret O'Meara, Brian O'Leary, Vice President Richard M. Nixon, Diane Joy Collins, Elizabeth O'Brien, and Barbara Joan Zimmer. See story p. 3.

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Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Civil and Defense Mobilization, and the Administrator of the General Services Administration.

Printing of this publication approved by Director,
Bureau of the Budget, June 21, 1956

Nixon Makes Awards at 1959 Annual Meeting of President's Committee

EDITOR'S NOTE: *Because of printing schedules, detailed coverage in photographs of the Annual Meeting will be in the July issue of PERFORMANCE. There will also be excerpts from the principal addresses.*

VICE PRESIDENT Richard M. Nixon presented the President's Trophy to the "Handicapped American of the Year," Anne H. Carlsen, Ph. D., Superintendent of the Crippled Children's School, Jamestown, N. Dak., May 7, at 11:30 a.m. in the Departmental Auditorium, Washington, D.C. The occasion was the Annual Meeting of the President's Committee. (Story and photograph appeared in the May issue of PERFORMANCE.)

The 2-day meeting had an international flavor as the principal speaker for the Friday luncheon at the Willard Hotel was Sir Kenneth Coles, President, International Society for the Welfare of Cripples, Sydney, Australia. Sir Kenneth spoke on the subject, "Achieving World Understanding" and gave a graphic description of advances in the field of rehabilitation throughout the world.

Three concurrent panel discussions, held Thursday afternoon, struck the theme of the 1959 Annual Meeting as the panelists discussed practical methods of organization and programs to augment the development of State and community committees on employment of the handicapped.

The meeting opened at 9:30 a.m., May 7, with music by the United States Army Band. Invocation followed by the Very Reverend Paul J. Redmond, Ph. D., Sacred Heart Parish, Fresno, Calif. A roll call of States completed the opening ceremonies.

Maj. Gen. Melvin J. Maas, USMCR Ret., Chairman of the President's Committee, delivered an address of welcome. Delegates were also extended greetings by Secretary of Health, Education, and Welfare Arthur S. Flemming and Under Secretary of Labor James T. O'Connell. An address by Gov. J. Caleb Boggs of Delaware, "How Delaware Does It," followed.

Vice President Nixon then presented awards to the five winners of the 1959 National Essay Contest and the President's Trophy to Miss Carlsen, as the "Handicapped American of the Year." Miss Carlsen has devoted a lifetime to the rehabilitation and education of severely handicapped children. She was born without feet or hands. The President's Trophy was made by handicapped students at the Institute for the Crippled and Disabled, New York City, Willis C. Gorthy, Director.

Both Thursday sessions were presided over by Gordon M. Freeman, International President of the International Brotherhood of Electrical Workers, who is a Vice Chairman of the President's Committee.

(Continued on next page)

At 1:30 p.m., "Employees Only," a film recently produced by Hughes Aircraft Co. for the President's Committee, was shown to the delegates with a commentary by Lawrence A. Hyland, Vice President and General Manager of Hughes Aircraft. At the conclusion of Mr. Hyland's remarks he received, on behalf of his company, an award by the Paralyzed Veterans of America designating the Hughes organization as the "Employer of the Year."

Fair, Schlothauer, and Whitten Serve as Moderators

Three concurrent panel discussions followed, each devoted to the same subject—"Practical Organization, Methods, Activities and Programs—State and Community Committees." Session A, Conference Room A, Departmental Auditorium, was moderated by Clinton Fair, Assistant Director, Social Security Department, AFL-CIO. Commentators on the panel: A. Ray Dawson, M.D., Chief of Physical Medicine and Rehabilitation, McGuire Veterans Administration Hospital, Richmond, Va.; Charles L. Eby, Rehabilitation Administrator, Bureau of Rehabilitation, Harrisburg, Pa.; Harold Stanzler, Personnel Director, Collyer Insulated Wire Co., Pawtucket, R.I.; Louie E. Woodbury, Jr., National Association of Insurance Agents, Wilmington, N.C.; Summarizer: Bernard Posner, Veterans Administration Information Service, Washington, D.C.

Session B in Conference Room B: Moderator, David F. Schlothauer, Assistant Director of Management Services, National Automobile Dealers Association; Commentators: Gary

Davis, President, High Point Broadcasting Co., High Point, N.C.; Gordon A. Sabine, Dean, College of Communication Arts, Michigan State University, East Lansing, Mich.; W. A. Stillwagon, Personnel Director, Continental Can Co., Mount Vernon, Ohio; Mrs. Abby Wilder, Director, New Hampshire State Employment Service, Concord, N.H.; Summarizer: Robert G. Rodden, International Association of Machinists, Washington, D.C.

Session C, Room 1214, Department of Labor Building: Moderator, E. B. Whitten, Executive Director, National Rehabilitation Association; Commentators: Edwin L. Huber, Director, Personnel and Public Relations, Jones & Lamson Machine Co., Springfield, Vt.; Michael Johnson, Director of Education and Public Relations, Pennsylvania Federation of Labor, Harrisburg, Pa.; Franklyn Clark, Marlin-Rockwell Corp., Jamestown, N.Y.; Ralph O'Connor, General Manager, Radio Station WISC and WISC-TV, Madison, Wis.; Summarizer: Ernest F. Richards, Executive Secretary, Governor's Committee on Employment of the Physically Handicapped, Nashville, Tenn.

Friday morning, Earl Bunting, former president of the National Association of Manufacturers and a Vice Chairman of the President's Committee, delivered the report of the Executive Committee to the delegates.

At 9:30 a.m. Mayor John Rosenblatt of Omaha, Nebr., spoke on the subject, "Omaha Hires the Handicapped." Mayor Rosenblatt received the President's Committee's 1957 Public Personnel Award.

(Continued on p. 13)

New Jersey Girl Wins National Essay Contest on "Hiring the Handicapped in Our Town"

BARBARA JOAN ZIMMER, a student at Glen Ridge High School, Glen Ridge, N.J., was the winner of the \$1,000 first prize in the 1959 National Essay Contest conducted by the President's Committee and cooperating Governors' Committees on Employment of the Physically Handicapped.

Miss Zimmer won the first prize in competition with junior and senior high school students in 41 States and Territories. The 1959 contest set a new record for nationwide participation with as many as 14,000 entries in some of the larger States. This was the 11th year of the contest. Other winners are:

Second prize, \$400, Elizabeth O'Brien, St. Joseph High School, Somerville, Mass.; third prize (tie), \$250 each, Diane Joy Collins, Coventry High School, Coventry, R.I., and Brian O'Leary, Thomas Jefferson High School, San Antonio, Tex.; and fifth prize, \$100, Margaret O'Meara, Lake Charles High School, Lake Charles, La. (Cover photo shows winners with Vice President Richard M. Nixon.)

Honorable Mention: Lisa Cronin, Tower Hill School, Wilmington, Del.; Andrew Makarushka, Indian River Central High School, Philadelphia, N.Y.; Susan Carol Raymond, North High School, Columbus, Ohio; Margaret Luceille Baird, Berkeley High School, Moncks Corner, S.C.; and Genevieve Goetz, Mount Marty High School, Yankton, S. Dak.

Checks were sent to the five winners covering their expenses for the trip to Washington, D.C. Presentation of the prizes was made by Vice President Nixon at the Annual Meeting of the President's Committee in Washington, D.C., May 7, in the Departmental Auditorium.

DAV Provides Prizes, Expenses

Prize money, transportation and living expenses of the winners while in Washington are provided annually by the Disabled American Veterans. The first prize is called the Judge Robert S. Marx Award in honor of the first DAV national commander.

Each school represented by the national winners received a handsome wood and bronze wall plaque provided by Mrs. A. B. Cohen, Cincinnati philanthropist and member of the Ohio Governor's Committee and the President's Committee.

The contest attracted entries from thousands of secondary public, private, and parochial students. First prize winners of State contests were eligible for the national awards. Most State winners receive cash or merchandise prizes. Several of the States award 4-year college scholarships to the first prize State winner.

Every year, students in the 11th and 12th grades in public, private or parochial schools in the United States and

(Continued on p. 13)



Conducting one of the first official JCI "Hire the Handicap" projects, the Miami Beach Chamber of Commerce presented a JCI certificate to Leo Axlrod during the television program, "VIP." From left to right, Senator Harry Cain, program moderator; Leo Axlrod; JCI Vice President Milton Zapata; JCI President Maurice Sexton; and Florida International Director Bob Glasser.

Miami Sparks Jaycee Program for Impaired

THE Miami Beach Junior Chamber of Commerce is one of the first chapters in the world to carry out the thirteenth JCI World Congress adopted project—"Hire The Handicapped."

The Miami Beach Community Service Committee, chaired by past Miami Beach President Ted Cohen is conducting a continuing program in employment of the physically handicapped.

Florida Jaycee International Director Bob Glasser worked with Chairman Cohen highlighting their program with the presentation of a JCI certificate for outstanding contribution to the handicapped program.

The certificate was presented to Leo Axlrod, owner of the Empire Furniture Co. According to a recent survey the Miami area has the highest per capita record of employment of the handicapped in the United States. Axlrod's efforts are recognized as playing a considerable role in this high standing.

Axlrod, who is a member of the President's Committee, employs 56 people of whom 43 are handicapped. Over the years he has made a practice of hiring a handicapped person, teaching him a trade, and helping him to find employment with another firm.

Aside from serving on many com-

mittees which are devoted exclusively to employment of the handicapped, Axlrod serves in an advisory capacity for practically all the service organizations in the area in matters of employment of the handicapped.

At the thirteenth JCI World Congress in Minneapolis, Minnesota Junior Chamber International was officially commended, by the same President's Committee on which Axlrod sits as a member, for its contribution to employment of handicapped around the world.

International Director Glasser said that there were many Jaycees in the area conducting independent and coordinated projects in behalf of the handicapped. "In particular," he said, "there is one Jaycee who has personally placed 40 handicapped people in jobs." Glasser pointed out that the role of Junior Chamber is to encourage employers to hire handicapped. "You see," said Glasser, "there are already rehabilitation agencies and employment counselors. What is needed is someone to explain the advantages for employing handicapped to the employer."

Glasser said that there were a number of ways to contact potential employers:

(1) Create a speakers bureau to address other organizations; (2) arrange radio and television programs on hire the handicapped; (3) contact employers through personal visits and telephone calls; (4) encourage local newspapers to carry articles on the program.

"One of the best ways," said Glasser, "to develop a local hire-the-handicapped program is to publicly recognize an employer who has made an outstanding contribution to the program."

Receiving the certificate, Axlrod said, "I am most proud to be recognized by Junior Chamber, but if the facts were to be known I have really done myself a favor. I know from experience that handicapped are good employees. They are dependable, have a better absentee record than so-called normal people and their production is outstanding."

Jaycees who wish to conduct a "Hire the Handicapped" project may write the World Secretariat requesting the booklet, "Hire the Handicapped." Complete information on agencies with which to work, a four page project guide, and a certificate to be presented locally by Community Service Committees will be available.

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Sertoma Introduces an "H-Flag" Project for the Handicapped



DRAMA IN TWO PARTS. The photograph to the left shows a physically handicapped motorist displaying the new "H-Flag" which is being promoted by the Binghamton Sertoma Club as a symbol for the handicapped in distress. The picture below shows a repairman coming to the rescue of the hapless driver. Sertoma International hopes to popularize the "H-Flag" as a symbol of distress for the physically handicapped throughout the entire United States.



A NOVEL project has been inaugurated by the Sertoma Club of Binghamton, N.Y., by which it is hoped to aid handicapped persons in distress.

The Binghamton Club is a member of the Sertoma International, an organization which works for the welfare of citizens all over the country.

The new "H-Flag" project has been

put into effect in Binghamton and attempts are being made to obtain legislation in New York State to preserve the "H-Flag" as a symbol for those who particularly need help—the physically handicapped driver.

The flag is attached to the front left window adjoining the driver's seat and

(Continued on next page)

"They Didn't Think He Could Do It"

THE experts shook their heads in disbelief when the mechanic slid under the car to fix the automatic transmission. No one, they said, can put together all 758 parts in total darkness. No one, that is, except Bill Tisen, who has been doing it for several years in an Akron, Ohio, garage. He's not showing off. He's blind—as the result of an enemy artillery barrage in Korea in 1950.

"Tisen is the first blind veteran in our experience who has chosen this career and made a success of it," says Eugene Blackford, in charge of vocational training at the Cleveland Veterans Administration office. "We were frankly skeptical, but decided to try Bill on an 18-month on-the-job training course under a VA vocational rehabilitation training program for disabled veterans."

Joseph Milliken, coowner of the Akron garage where Tisen trained, was doubtful too.

"When I took a chance on training a blinded veteran," said Milliken, "I thought I'd lose money on the experiment. But within a few months after he finished training, Bill was making money for me. He can do many tasks a sighted worker can't do."

Tisen wants to let others know about his success in repairing intricate transmissions, but for an unselfish reason: "I'm not satisfied with the kind of jobs that many blind people are doing," he said. "I know many blind wartime buddies in hospitals who could do what I do. If they know about my success, maybe they will try."

Reprinted from *The Employment Security Review*, July 1958.

bears a large letter H. The handicapped motorist is expected to display this sign whenever his vehicle has a flat tire or other minor accident.

Members of the Binghamton Club explained the project as follows:

"The purpose of this flag is to aid handicapped persons who are in mechanical or physical distress in their cars. The driver should display this flag outside of the car. Some other passer-by will recognize it as an authentic call for help. No personal aid shall be sought from the person stopping to ask what he may do to help, other than to request he go to the nearest gas station which can send the type of help

necessary—to change a tire, to bring a supply of gas, to bring a tow truck, to telephone for trooper, police, or physician help.

"Do not abuse the privilege this affords you. Do not impose on the other motorist. Pay for the service rendered you by the gas station attendant. This flag is registered in your name.

"Sertoma is a National Service Club. In taking on this project they can further our driving safety throughout the whole United States by unifying this distress signal. Pass the word along to qualified handicapped drivers—these may be polio, amputee, paralytic, cardiac, or diabetic sufferers."



Ohio Publisher Receives Citation For Work with Handicapped

A PRESIDENT'S Committee Citation for Meritorious Service was presented to Ben D. Zevin (left), president of the World Publishing Co., at a Spring Luncheon meeting of the Cleveland, Ohio Mayor's Committee. Mayor Anthony J. Celebrezze (right) presents the employer award as Frederick T. McGuire, Jr., Mayor's Committee chairman, looks on.

Justin Johnson, Community Relations Supervisor of the Hughes Aircraft Co., Culver City, Calif., and California Governor's Committee chairman, was guest speaker at the meeting which paid homage to Zevin's firm for its outstanding policy of hiring and upgrading of employees with physical handicaps.

This company, with the exception of the initial application form, does not keep a record of physical disabilities. After a medical checkup and hiring, any worker is upgraded solely on ability and merit. Physically impaired workers hold such jobs as assembler, machine operator, foreman and accountant—are in all levels of company employment.

The policy was established by Mr. Zevin some years ago as a reflection of his own personal belief in the capabilities of the disabled person.

Carl T. Adamschick, Ohio Governor's Committee chairman, attended the meeting.

Handicapped Stenographer Proves Merit by Action

EDITOR'S NOTE: Carlton Thomas, Director of Public Information, National Association of Insurance Agents, recently received a letter from Archie M. Slawsby, President of the Association, that is so forthright PERFORMANCE publishes it here for other employers to ponder. Mr. Slawsby's experience in hiring Marilyn Roode, blind stenographer, proves the fact that impaired workers can be hired for their ability to produce. Mr. Slawsby's letter follows:

I WANT to tell you how I became a believer in Marilyn Roode. It seems so long ago when I was visited one day by a young man carrying a white cane. After introducing himself, he told me that he had come to see me because he had hoped that I would be able to employ a handicapped person as a transcribing stenographer. Frankly, I wasn't too much interested and I gave him my reasons:

1. If we hired such a person and found that she couldn't do the work, I would be faced with a horrible public relations situation when I let her go.

2. I didn't think we had anywhere near enough transcribing work to begin to keep one person busy on transcribing.

3. I didn't want to become involved with arranging for people to guide this handicapped person and besides, why hadn't he gone to some of the larger employers of labor than we. Why hadn't he gone to those employers who had whole departments of transcribing

typists because there surely could be found a sufficient amount of work to keep this man's prospective candidate for a position productively engaged.

He told me that he had indeed been to these larger employers, that they were all concerned with the prospect of poor public relations, and for that reason were unwilling to give his candidate a "chance."

To my concern about having to arrange a guide for her, he told me that this girl needed no guide, carried no stick, and didn't depend on a seeing-eye dog. At first I was a little embarrassed talking with him about a blind person because he was blind. I soon found, however, that I was talking to him without strain; that he had the faculty of putting me at my ease.

I soon realized that if the young lady (whose name had not been mentioned up to then) had some of his qualities and if this girl was not being given a chance by those who were unwilling to risk a "sticky" situation if she didn't work out, that we should at least give her a chance to try for this job.

The more we talked about it the more enthusiastic I became and then I began to worry lest she couldn't do the job. The young man stated that the State was willing to underwrite her first weeks on the job. I declined their proffered help and told him that I would rather have it on a business basis. There must be nothing which smacked of subsidization or pity in the association.

Marilyn came to work. It seems so

long ago now but I am sure that she had less trouble learning the technical jargon of our business than most new girls did. In no time at all she became completely acclimated and walked around our office and into other areas of our offices, which are connected by public hallways, without help.

Marilyn gives the impression of being an extrovert and I guess she is. She is an outgoing person with tremendous talent for work and hobbies. She is a constant source of inspiration

to all of us who would otherwise complain about our irritants, physical and mental. Marilyn has never asked for a raise. She has received several.

I sincerely hope that others will embark on a program of hiring the handicapped. My hope for them is that they will have the same good fortune as did I when I took, what I then considered, this big step.

Our handicap now is that we are unable to find another handicapped person to fill a particular job in our claim department.

Dean Tours Two Continents To Study Rehabilitation

A UNIVERSITY of Connecticut dean embarked February 1 on a two-continent study of rehabilitation installations for the physically handicapped and housing facilities for the elderly.

Dr. Elizaeth Eckhardt May, dean of the U. of C. School of Home Economics, spent the first 2 months of a 6-month sabbatical inspecting rehabilitation centers in Cleveland, Ann Arbor, Chicago, San Francisco, and Los Angeles.

A recognized authority in the field of handicapped homemakers, Dean May will assist the UCLA Medical School in developing a homemaking area in the rehabilitation center planned by the School's Department of Orthopedic Surgery.

Following her cross-country tour of rehabilitation facilities, the U. of C. dean left for Europe in April. She will devote several months to a study of British and Scandinavian rehabilita-

tion and housing programs, returning to the university August 1.

Dean May is responsible for a number of forward-looking innovations in the home economics field. Along with Dr. Lillian Gilbreth, a consultant for the U. of C. School, she has done pioneer work in applying the principles of work simplification used in industry to the problems of home making.

In 1953, Dean May served as coordinator for a pioneer workshop concerning the application of the principles of work simplification to the problems of physically handicapped women. Two years later she directed a workshop on the "Team Approach to the Rehabilitation of Physically Handicapped Homemakers."

She is currently director of a research project sponsored by the Office of Vocational Rehabilitation of the U.S. Department of Health, Education, and Welfare. The project is focused on child care problems of physically handicapped mothers.

Goodwill Worker of 1959

A 34-year-old man who proved he could perform successfully as a bookkeeper despite severe physical limitations acquired from birth injury has been selected as national Goodwill Worker of the Year. The selection was made by a panel of judges for Goodwill Industries of America, Inc., the National organization representing 120 Goodwill Industries throughout the United States.

The Goodwill Worker of 1959 is William Junker, bookkeeper for the Goodwill Industries of Dallas, Tex. With a college degree, Junker had been rebuffed for employment until given a chance by the Goodwill Industries and has proved his merit as a dependable, competent staff member.

Junker was born in Chicago with multiple handicaps. He had severe deformities of the spine, shoulder girdle and thorax, atrophy and weakness of most muscle groups in arms, hands, legs and feet and some deformity of the palate. He crawled until the age of 7, when he entered public school in a wheelchair. A few years later a series of three operations on the feet and one on the hands made it possible for him to use crutches.

He graduated from high school in Chicago as a National Honor Student and got a bachelor's degree in accounting at De Paul University. For a while he followed his career doing cost accounting in a Chicago firm.

When his family decided to move to Dallas, troubles began. He couldn't find an employer who thought he could hold down an accounting job. The

best he was able to do was a limited amount of work for a small filling station.

In July of 1957 he came to the Dallas



William Junker, bookkeeper for the Goodwill Industries of Dallas, Tex., receives top honor.

Goodwill Industries, understandably discouraged, retired into a shell of reserve, hoping to find an opportunity to use the skills and intelligence he possessed. Because there was no opening in any type of accounting work, he readily accepted a routine clerical job in the print shop mailing room. In January 1958, a vacancy occurred in the accounting department and he was transferred to that job. He now handles budget control and other statistical work and is slated for still further advancement.

(Continued on p. 13)



Guest Editorial

An Affirmative Approach to Hiring Policy

FRANKLIN FLOETE
*Administrator of General
Services Administration*

AT THE General Services Administration, experience has shown us the soundness and truth of that familiar maxim, "It's good business to hire the handicapped." We have found that handicapped employees are frequently our best workers. Indeed, our experience parallels the findings of private industry which indicate that handicapped employees measure up very favorably in records of trainability and job adjustment, observing agency regulations, safety observance, attendance, and productivity.

As part of our program relative to hiring the handicapped, we endeavor to use the affirmative approach to employment. We try to go beyond the question of asking ourselves, "What job could this applicant perform satisfactorily despite his physical handicap?" Instead, we approach the issue on the basis of "What special skills and aptitudes does this applicant have, regardless of his physical disability, which can be developed to the benefit of both himself and our agency?"

We find that this outlook on our part makes possible a sound basis for job evaluation and leads to an intelligent,

enlightened policy of judging handicapped individuals on their merits and without regard to physical limitations which are unrelated to the individual's capability to do a job. Moreover, we have found that these are the terms which most disabled workers seek in their employment. They want to be treated, as of course they should be, as equals—equal in dignity and equal to others with comparable skills in the contribution they can make to the productive goals of GSA.

The success of this approach, which I am convinced is gaining increasingly wide acceptance throughout both industry and Government, is attested to by the fact that each year several thousand disabled persons enter the career Federal Civil Service. Since 1942, more than 165,000 such workers have entered upon Federal Government careers. Those of us who are personally concerned and interested in the program to hire the handicapped can find in this initial success inspiration and a source of determination to develop it to its maximum potential on grounds of both humanitarianism and good business.

Annual Meeting

(Continued from p. 2)

At 10:00 a.m. Sumner G. Whittier, Administrator of Veterans Affairs, Veterans Administration, reported on progress in the national program to provide job opportunity for the physically handicapped.

Highlights of the three concurrent discussions held the previous day were then summarized by Moderators Fair, Schlothauer, and Whitten.

At 11:15 a.m. Lt. Gen. Lewis B. Hershey, Director, Selective Service System, spoke on the subject, "Yardstick for Physical Standards."

The 1959 Annual Meeting luncheon was held at 12:15, May 8, in the ballroom of the Willard Hotel. Sir Kenneth Coles' address followed introductions by the toastmaster, Mrs. Esther Van Wagoner Tufty, prominent Washington TV commentator and newspaper woman, and an invocation by Rabbi Leon M. Adler, Temple Emanuel, Kensington, Md.

Presentation of a President's Committee Chairman's Commendation to John B. Danby, Executive Editor, Redbook Magazine, by General Maas followed. Mr. Danby was cited for his work in encouraging national magazines to feature stories and articles on the handicapped.

The benediction was delivered by Rev. W. Barker Hardison, Minister, Westover Baptist Church, Arlington, Va.

An informal meeting of State Chairmen and Secretaries was held after the luncheon to discuss mutual problems. This gathering concluded the 1959 Annual Meeting.

Essay Contest

(Continued from p. 3)

its Territories are eligible to compete. The subject of the 1959 essay contest was "Hiring the Handicapped in Our Town." Next year's contest subject is "Jobs for the Handicapped, Passports to Dignity."

The contest is the only government-sponsored contest approved by the National Association of Secondary School Principals and the National Catholic Educational Association.

National judges of the 1959 contest were Mrs. Esther Van Wagoner Tufty, of Tufty News Service, Washington, D.C.; Dr. Frederick Brown Harris, Chaplain of the United States Senate; and Dr. Grayson Kirk, President of Columbia University. Members of the Essay Committee of the President's Committee include: Mrs. Stephen J. Nicholas, Chairman; Dr. Francis J. Brown, Vice Chairman; Dr. Charl Ormond Williams, Miss Lois M. Clark, Mrs. Olya Margolin, Benjamin C. Willis, and C. O. Wright.

Goodwill Worker

(Continued from p. 11)

In the course of his development his normal cheerful sociable disposition has reasserted itself, and his wit and good nature have endeared him to everyone in the Dallas Goodwill Industries. He has a hobby of writing humorous verse, collects popular classics records, and is an avid sports fan. Despite his severe handicaps, Mr. Junker is self-sufficient.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

Linen Supply Association Issues Annual Poster



DURING June, members of the Linen Supply Association of America will once again support the President's Committee by carrying colorful truck posters on their more than 3,200 delivery vehicles.

Message on the poster reads: "Ability Counts—Hire the Handicapped."

The poster, part of the Association's

year-round public relations program, will be seen by millions of people in nearly every city and town in the United States and Canada.

The Linen Supply Association of America, which has its headquarters in Chicago, is the international trade group for 1,212 linen and towel suppliers and allied firms.

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Performance

THE STORY OF THE HANDICAPPED



Her Students Are Winners!

The President's Committee on Employment
of the Physically Handicapped

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Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment
of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Earl Bunting, Gordon M. Freeman
Vice Chairmen

William P. McCahill
Executive Secretary

Vol. X, No. 1

July 1959

Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

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Cover Photo: Miss Ebbie Whitten. See story p. 1.

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Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Civil and Defense Mobilization, and the Administrator of the General Services Administration.

Printing of this publication approved by Director,
Bureau of the Budget, June 11, 1959

Teacher's Devotion to a Goal Brings Laurels to Students

AFTER 11 years, during which the annual essay contest on the physically handicapped conducted by the President's Committee has become a national institution, a remarkable record has been made by one dedicated teacher of English at a high school located in the southwestern corner of the State of Louisiana.

Not only have four students from this one school alone won honors among the five best essay writers in the Nation but, in 8 of the 10 years in which the high school has participated in the competition, a student from the same school has won first place in the annual Louisiana State Essay Contest.

The teacher and the school? Miss Ebbie Whitten, teacher of English at Lake Charles High School, Lake Charles, La.

In all contests entered by "Whitten-trained" students, they have won five sea cruises, five trips to Washington, a \$2,000 scholarship, a trip to Detroit, and several thousand dollars in cash.

For those who are not completely familiar with the mechanics of the National Essay Contest, it may be explained that secondary school students from between 35 and 40 States annually compete; first, for a series of State prizes, and, then, the winner of the top award in each State automatically becomes eligible for the national judging which culminates in presentation of \$2,000 in cash awards and special certificates to the winners by the President of the United States.

The reasons for Miss Whitten's phenomenal success were difficult to obtain as Miss Whitten is very modest about her achievements. Finally, PERFORMANCE persuaded her to explain how she has turned out so many winners in the essay "sweepstakes" which involves thousands of students from, literally, thousands of high schools.

Practice, Practice, Practice

This is how she explains it:

"A great part of my time as an English teacher is devoted to composition. It is my belief that skill in writing, like skill in tennis, comes from practice, practice, and more practice. Consequently, I assign as many themes as I can possibly crowd into the school year. Most of them are short compositions of 300 to 500 words, but at least two each year are longer papers which require more research. Finding topics that will give students an opportunity to do research on worthwhile and interesting information is one of the problems of any English teacher. Since 1942 I have used some of the subjects suggested in numerous essay contests. During this period my students have, I hope, learned a little about writing, and have won five sea cruises, five trips to Washington, a \$2,000 scholarship, a trip to Detroit, and several thousand dollars in cash. Prizes are a stimulus to do better writing.

(Continued on p. 12)

Many Prominent Speakers Address Annual Meeting

THERE was much inspiration mixed with an equal amount of perspiration at the Annual Meeting, May 8 and 9.

We reprint below excerpts of the remarks of the principal speakers. We regret that space does not permit greater coverage of the interesting comments of those who addressed the gathering.

Minutes of the Annual Meeting will be available early this fall and will be mailed automatically to members of the President's Committee, delegates to the meeting, and any other readers who write in for copies.

Melvin J. Maas, Chairman, President's Committee

"It is a great pleasure to welcome you here this morning and to have so many of you with us at this Annual Meeting. These meetings become more and more significant and I believe more and more successful as times goes on. Those of you who are here in ever-increasing numbers are here because of your interest in the program, your dedication to great ideals. . . .

"You and I are interested in people as human beings, as individuals. We are concerned not with their production, but with their dignity, and you know no one is doing more in this cause than you are.

"When you help a down-and-out man, dejected because he feels rejected—a handicapped man—the thrill of helping one such person is immense. You can help them by giving them an opportunity to get a job so that they can again hold their head high in the community; and support themselves and their families. You can take them off welfare and put them on the tax rolls—oh, what a thrill, what a reward. . . ."

James T. O'Connell, Under Secretary of Labor

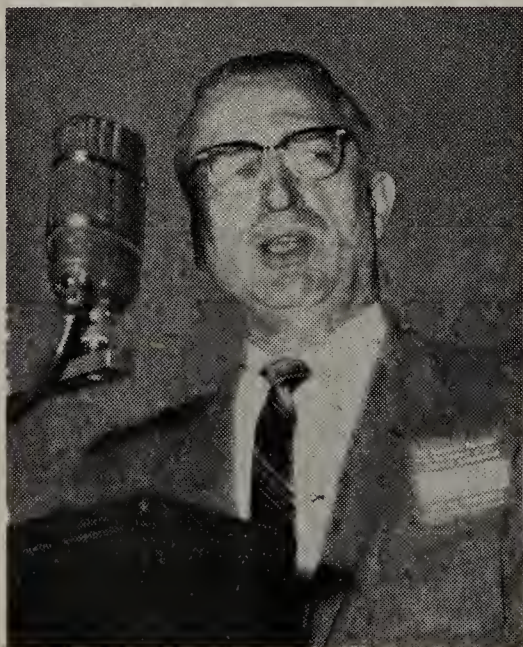
". . . We are trying hard in the Labor Department to get our communities particularly interested in the entire development of the individuals who live in those communities, and I understand that the community approach is the new approach for your purposes.

"I would just like to say that we

Arthur S. Flemming.



James T. O'Connell.



J. Caleb Boggs.



would like to have in every individual member of the labor force of the United States the same desire to achieve and the same desire to excel that exists in almost every physically handicapped person. If we had this desire for excellence, and if we had the help of people such as you in the communities, to do everything to see that every individual in the community, regardless of sex, age, race, or physical condition, had the chance for full development through education, training, and employment opportunity, we would succeed in making the United States the kind of nation we believe it to be and the kind of nation it must be if we are to maintain our place in the world."

Arthur S. Flemming, Secretary of Health, Education, and Welfare

"I want to express my own deep appreciation for the work of the President's Committee. I think that it is almost impossible for you to really appreciate how much your work means to the strengthening of our Nation.

"I want to express particularly my appreciation to General Maas for his inspiring leadership. We are all indebted to him for what he is doing day in and day out in order to make it possible for our country to take full

advantage of the opportunities that are presented to you to utilize in a constructive and productive way those who are regarded as handicapped. . . .

"As Secretary of Health, Education, and Welfare, I am impressed with the fact that as a Nation, we cannot afford to overlook the tremendous resource in the manpower field that is represented by the handicapped. There is no more thrilling or exciting program for which our Government has responsibility than the program of vocational rehabilitation, and I'm thrilled over the progress the Federal Government and the States are making in this area. But once persons are rehabilitated, they must be employed.

"This Committee, working in cooperation with many other public and private organizations, is making it possible for them to be employed. We are all engaged in a thrilling activity which brings to us life's greatest satisfaction, the satisfaction that grows out of knowing that we are helping others to realize their highest potential."

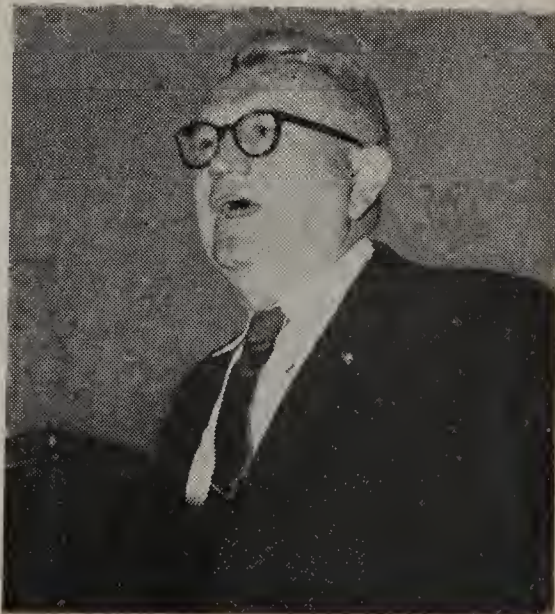
Vice President Richard M. Nixon

". . . Might I suggest today, that we should not overlook the fact that, while it is good business to hire the handicapped and, while this is a very effec-

Sumner G. Whittier.

John Rosenblatt.

Lt. Gen. Lewis B. Hershey.



tive argument that can be made in obtaining positions for our handicapped people in the business community, that we would be concerned and we would be interested in the handicapped even if it weren't good business? . . .

"I would suggest that this meeting, the second one I am attending today, illustrates a fundamental advantage that we in the free world have over the Communist world, the advantage, which, in the long run, will prove to be more effective than our military strength or even the productivity of our factories, and that advantage is in our attitude toward the individual, whoever he may be.

"We believe that there is no one more important than the individual citizen. They believe, or at least their leaders believe, that there is nothing more important than the state. The individual is but a cog. He amounts to nothing and unless he can contribute to the state, unless it is good business to hire the handicapped, he doesn't matter. That is why in a totalitarian society you will find, as you found under Hitler, for example, that the handicapped, unless they can contribute, receive very, very little attention and usually are allowed to deteriorate if something worse does not happen to them. . . ."

**J. Caleb Boggs,
Governor of Delaware**

". . . Much of the success of our program of employing the physically handicapped in Delaware can be traced to the leadership provided by the President's Committee here in Washington and the personal drive and ability of General Maas. . . .

"Our program of rehabilitating and employing the physically handicapped in Delaware naturally is based on the same humanitarian and economic factors as the national program. No one can deny the moral responsibility of industry, labor, and government to help those citizens who are prevented from earning a livelihood through physical and mental handicaps. For the handicapped individual, we must do everything we can to bring about employment opportunities and provide the incentive for them to help themselves. . . ."

**Sumner G. Whittier,
Administrator of Veterans'
Affairs, Veterans' Administration**

". . . There is something about this Annual Meeting of the President's Committee that gives me a genuine surge of pride at being a citizen of the United States of America, to listen yesterday to General Maas, dramatically and colorfully get up and make that presentation, talk about freedom. Here we are in this room, coming from every State in the Union, here we are with the Vice President, in most years, the President of the United States, here we are joining hands to engage in a tremendous single effort, the best and keenest minds in labor and in management, in medicine and in rehabilitation, and in government and in private enterprise, in all areas of American life, dedicated to the principle of human dignity.

"And what is the nature of this tremendous effort? Is it to serve some king, some potentate, some mighty
(Continued on p. 10)

J. Edgar Hoover Receives Award

J EDGAR HOOVER, Director, Federal Bureau of Investigation, on June 10, was awarded the 1958 Public Personnel Award of the President's Committee.

The presentation was made at 10 a.m. by Maj. Gen. Melvin J. Maas, USMCR Ret., Chairman, at formal ceremonies attended by many prominent Federal officials in Mr. Hoover's offices at Headquarters of the FBI.

The award is made annually by the President's Committee to a public employee or official who has made an outstanding contribution to the employment and retention of physically impaired workers. During his long career as Director of the FBI, Mr. Hoover has been a strong advocate of equal opportunity for qualified handicapped workers.

During Mr. Hoover's term of office it has been the policy of the FBI to employ physically handicapped individuals in jobs suited to their capabilities. While this practice is mainly applicable to noninvestigative employees, the Bureau does employ some special agents with physical impairments that do not fall below the minimum standards of physical fitness which are required in the performance of their duties.

Another practice is the retention of employees who, because of high-hazard duties, are disabled in the performance of duty. Whenever an FBI employee acquires a disability as a result of a work injury, off-the-job accident, or disease, the Bureau does everything possible to retain the employee in a productive assignment.



J. Edgar Hoover.

In the recommendation of Mr. Hoover for the award, J. Harvey Daly, chairman of the District Commissioners' Committee on Employment of the Physically Handicapped, said:

"It is this Committee's conviction that J. Edgar Hoover merits the honor and requests that this statement of accomplishments constitute a nomination for consideration of Mr. Hoover for the Public Personnel Award for 1958."

In making the presentation, General Maas said:

"Mr. Hoover has for years been on the frontline as a champion of law and order. What is less known is that he has been an equal champion of the inherent right of our citizens, both veteran and nonveteran, to job opportunity commensurate with their ability. We are proud to extend to him this

(Continued on p. 9)

Annual Meeting Closeups

AGREEMENT that the 1959 Annual Meeting of the President's Committee was the most successful to date was expressed from many States. These pictures give a few of the highlights of the 2-day session.



Above: Mrs. Esther Van Wagoner Tufty, of Tufty News Service and member of the President's Committee's Executive Committee, was toastmistress at the International Luncheon and charmed the gathering with her humor and eloquence.



Below: Miss Mary Routh Buchanan, U.S. Information Agency, receives a plaque from General Maas at the International Luncheon. Miss Buchanan was cited for her work on the People-to-People Committee for the Handicapped.



Left: Vice President Richard M. Nixon presents the President's Trophy to Anne H. Carlsen, Ph. D., "Handicapped American of the Year." Dr. Carlsen is superintendent of the Crippled Children's School, Jamestown, N. Dak.



John B. Danby (left), executive editor of Redbook Magazine, receives the Chairman's Commendation from General Maas. Mr. Danby is chairman of the Magazine Subcommittee and has placed stories on the handicapped in many publications.



Three concurrent sessions were held to discuss "Practical Organization, Methods, Activities, and Programs—State and Community Committees." Participants in Session B (left to right) are: Gary Davis, High Point (N.C.) Broadcasting Co.; W. A. Stillwagon, Continental Can Co.; Mrs. Abby Wilder, New Hampshire State Employment Service; Gordon A. Sabine, Michigan State University; Robert Rodden, International Association of Machinists, summarizer; and David F. Schlothauer, National Automobile Dealers Association, moderator.

ASA To Study Access to Buildings

AT A CONFERENCE held in Washington, D.C., May 8, representatives of 45 national groups recommended the American Standards Association be asked to initiate a standards project that would make public buildings and their facilities accessible to people who can't walk. The association's approval of the recommendation would authorize setting up, under ASA procedures, a national standards committee representative of groups substantially concerned with the problem.

People in wheelchairs, and even people who walk with canes or crutches, often find it impossible to get up stairs, through revolving doors, and up self-service elevators in public buildings. At the request of the President's Committee, the American Standards Association called the conference to see if the national groups concerned could agree to try and help solve this problem of the ambulatory handicapped.

Maj. Gen. Melvin J. Maas, USMCR Ret., Chairman of the President's Committee, said in addressing the conference, "Needless barriers have unthinkingly grown up to bar both employment and legitimate business opportunities to many of our citizens, probably millions of them."

The meeting disclosed that specifications are needed for such things as stairs, doors, elevators, restroom facilities, drinking fountains, and phone booths so that the handicapped will be able to use them. A draft guide aimed at overcoming some of these obstacles has been prepared under the auspices of the President's Committee with the help of the Veterans' Administration.

However, it is felt that a more widespread study of the problem is desirable, the objective being the formulation of national standards usable in all building design.

The conference also recommended that the proposed national standards project be cosponsored by the President's Committee and the National Society for Crippled Children and Adults. Other sponsors may be added. The sponsor arrangement in ASA provides for one or more organizations to assume administrative responsibility for the work underway. All members of ASA project committees have equal standing. The consensus yardstick is applied to all such activities, from the initiation of the project, through the development of a standard and its approval by ASA as an American Standard.

While the standards which could evolve from this new work would be voluntary, designers, builders, and owners of buildings would be urged to incorporate their provisions wherever possible.

After the meeting, General Maas expressed pleasure that the conference had agreed to the setting up of a project. "The new American Standards that can be expected to grow out of this project," he said, "will be much more than a set of mechanical specifications. For people in wheelchairs it will mean a new standard of living—a chance for a more active, a more useful and a more rewarding life."

Any achievements made in this area will be due in large part to the energy and courage of one man, Hugo Deffner

of Oklahoma City, General Maas pointed out. Mr. Deffner, confined by polio to a wheelchair since he was 21, has waged a 10-year campaign to call public attention to the need for action in this field.

National groups represented at the conference included construction associations such as the Associated General Contractors of America, real estate associations such as the Society of Industrial Realtors, safety groups such as the National Safety Council, welfare organizations such as the National Society for Crippled Children and Adults, and of course associations concerned with the handicapped, such as the American Public Health Association.

Several Government agencies participated, too, including the Office of Vocational Rehabilitation, Government Services Administration, Department of Labor and the Veterans' Administration.

The American Standards Association is the national coordinating body for standardization in the United States. ASA provides systematic means for the development of a single set of uniform national standards—called American Standards—and it represents American interests in international standards work. ASA is a federation of 122 trade associations and technical societies with more than 2,000 company members.

J. Edgar Hoover

(Continued from p. 5)

recognition of years of dedication to this cause."

In accepting the award, Mr. Hoover said:

"I am deeply honored to receive the Public Personnel Award of the President's Committee on Employment of the Physically Handicapped. This has been made possible only by the loyalty and devotion to duty of my associates in the FBI. Please accept my humble and sincere thanks.

"Your Committee is, today, rendering a great service to the Nation. All too often the needs and abilities of physically handicapped persons are overlooked. More often than not they are exceptional citizens worthy of important tasks.

"Your Committee has highlighted the fact that physically handicapped

persons can render extremely valuable services and be most useful to their country. We, in the FBI, are proud of the excellent record of our physically handicapped employees. They are doing their share in helping protect the Nation from the criminal and the subversive. They are on the very frontlines in the battle to preserve our national defense.

"May I commend your Committee for its excellent work. My associates and I shall cherish this award. You were most kind to come here today and present it to me."

Edward L. Cushman, vice president of American Motors Corp. and Chairman of the Public Service Committee of the President's Committee which approved the selection of Mr. Hoover, said: "I heartily concur with this nomination. It is just another indication of Mr. Hoover's farsighted administrative ability."

Prominent Speakers Address Meeting

(Continued from p. 4)

ruler? It is not. It definitely is not. It is to serve the handicapped. It is to serve them, each one of them, as each of us would be served.

"This is the great truth of America, where all men are created equal, the handicapped included. Where all men are endowed by their Creator with certain unalienable rights, among them life, liberty, and the pursuit of happiness, the handicapped included. . . ."

**John Rosenblatt,
Mayor of Omaha, Nebr.**

". . . Now I don't know whether we have employed in our city government any greater number of handicapped persons than other cities have. We do give them the opportunity whenever it is possible and feasible to do so, and we do have quite a number working with us in different departments, some with excessive disabilities. . . .

"The thing that impresses me particularly about our handicapped employees, in addition to their fine job performance, is their morale. Once they have a job and can provide for themselves and their families, as many of them do, they seem to forget they have a disability. Perhaps even more significant, so does everyone else. . . ."

**Anne H. Carlsen, Ph. D.,
"Handicapped American of the Year"**

"You will agree with me, I am sure, that it could only be in a great country like the United States that would give

Presidential recognition to a very ordinary person whose only claim to distinction is doing the ordinary things of life, in spite of physical disability.

"I am very proud to be a citizen of our country that recognizes the work of every individual regardless of his physical difference and whose people worship a God that gives help and strength when it is needed the most.

"In accepting this Presidential Trophy, I am accepting it as a symbol of the help which I have received from many people. . . ."

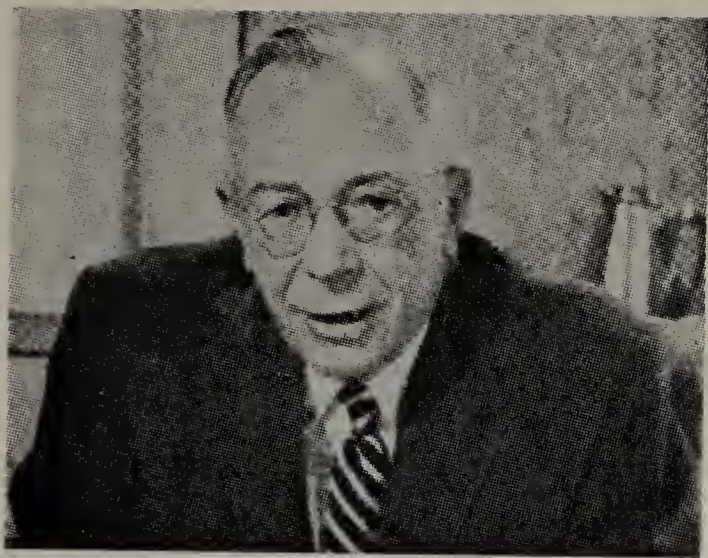
**Lt. Gen. Lewis B. Hershey,
Director, Selective Service System**

". . . Now, unfortunately, the only reason you hire a guy is to have somebody that is right enough to do something you want him to do, but yet, you start out by seeing what is wrong with him. The approach is wrong in the first place and, of course, the measurements. Unfortunately, we let the psychologist start out asking him a lot of questions. . . .

"I am talking about some sort of yardstick to measure the functioning person, without trying to have some sort of potluck by measuring him in chunks, without any regard to how it goes when it goes together, because how it goes together is the only thing that counts. . . .

"I think we are bound too much by our past in trying to measure the function ability of people. . . .

"We do have a need in this country that is crying, in my business particu-



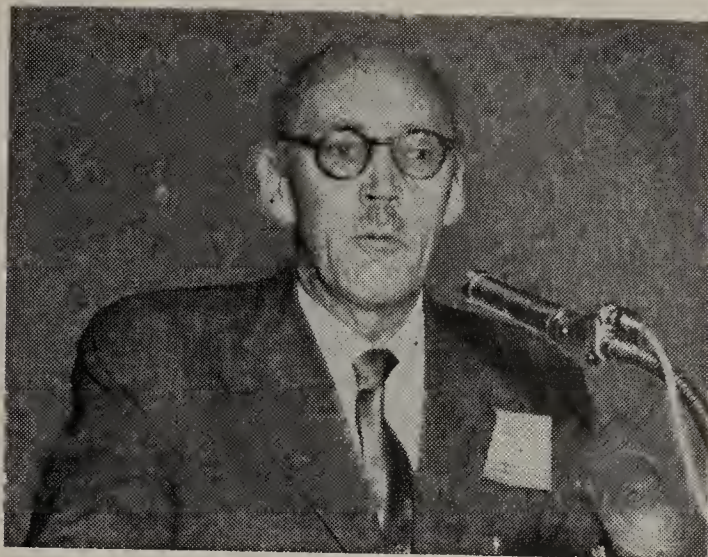
Lawrence A. Hyland.

larly, to be able to measure people functionally because we are getting to the place where it won't be long when more than half of us are some way or other rejected from participating in a certain kind of service, and if we should come to a test, our ability to live or die will depend on the extent that we can come as near using 100 percent of all of us effectively. . . ."

**Lawrence A. Hyland,
Vice President and General
Manager, Hughes Aircraft Co.**

"... We at Hughes Aircraft Co. are made aware more each day of the excellent performance of our handicapped employees and know that the decision we took to judge them by ability and not disability was the right one. . . ."

"There is one little item I want to talk about and in this I want to stress the business side of things as Vice President Nixon this morning stressed the personal side, the spiritual side of things. It is very nice sometimes if you can do a business job and get spiritual satisfaction out of it, and that is one of the very strong points in this handicapped program. . . ."



Sir Kenneth Coles.

**Sir Kenneth Coles, President,
International Society for the
Welfare of Cripples**

"... Now although we perhaps may phrase things differently, we do all have the same problems when it comes to the physically handicapped. Since I have been associated with the International Society for the Welfare of Cripples, I have had the opportunity of seeing something of this problem in many different lands. It has been a most rewarding and heartwarming experience to me to be with you these 2 days, to have heard the papers of so many knowledgeable and practical people, and to hear the recommendations this morning that were made in summing up those meetings. These recommendations and these plans which you are carrying out will be a very very great interest to very many people in many lands.

"As your Vice President and your Chairman pointed out yesterday, it is impossible for any of us, great or small, to stand alone in the world today. The troubles of others, whether we try to forget them or not, must be our troubles, their concerns must be our concerns in the world today. . . ."

Teacher's Devotion to a Goal

(Continued from p. 1)

"In 1950 an announcement of the contest on the employment of the physically handicapped came to me. Because I thought this subject sounded as if it had a great deal of value from the humanitarian viewpoint, I assigned it for all 150 seniors. As you know, teenagers are very idealistic and have a very keen sense of fairplay. The subject was made to order for them! The kids visited the local employment office, gathered as much material as possible from the veterans' groups, and searched the libraries. They became quite enthusiastic about the handicapped being given an even break. The theme that I sent to the State contest received first prize. Each year since then I have used the handicapped subject for one of my longer themes.

Study Reference Material in Class

"Although the first prize for this contest in our State is, and always has been, only a \$50 savings bond, about the lowest prize offered in any of the statewide essay contests, I have consistently assigned the subject and shall continue to do so, because I feel that the monetary reward is not in this case the important element.

"We make this theme a class project, on which we work for approximately a month. Over the years I have collected a lot of material on the physically handicapped. These pamphlets, bulletins, folders, and magazine articles are read during class periods

for 6 or 7 days; they may also be checked out for overnight use. Students take notes; then we discuss the problems of the handicapped and the amazing achievements of these people when given a chance to work. In the course of their writing, students do extra research on famous handicapped persons.

"After several class discussions, we nail down the big points that should be put into the essay. The pupils then prepare an outline to show just how they will arrange their material. We talk about the outlines, and I have a conference with each to discuss the effectiveness of the arrangement. The outlines are then revised if necessary, and the writing of the rough draft begins. Deadlines are set for first copies, revised copies, and final copies. When the revised copy has been finished, I work with each student on the mechanics of his writing—sentence structure, punctuation, spelling, etc. Final copies are then typed and handed in. I read all the themes and pick the two or three that, in my judgment, will have the best chance of winning. These are returned with suggestions for further improvement. When they have been reworked and polished, I select the best one of the group, which is retyped in quadruplicate and submitted to the State contest.

"In the process of writing their themes, students have learned to take notes, organize material, prepare outlines, make correct footnotes, prepare bibliographies, and proofread their

work. *They, and their families too, have been made aware of the importance of the physically handicapped as one of our country's greatest resources.* (Editor's note: The italics are mine.)

"I daresay that there are few persons who have read more than I about the physically handicapped. Approximately 150 themes of 1,500 words each for a period of 10 years add up a lot of words! I have the satisfaction of knowing that there are at least 1,500 persons in our town who have learned much about the subject.

"One thing that has helped our students get a clearer insight into the problems of the physically handicapped is a special class our school system operates for physically handicapped children. It is one of only three or four such classes in our State.

"In 8 of the 10 years we have entered the contest, a student of Lake Charles High School has won first place in the State. The results are as follows:

1950—Mary Ellen Spiller (first)—later graduated from Louisiana State University in journalism. Now Mrs. Charles Robert of Port Allen, La.; 1951—Richard Green (first)—a boy who lost a leg in a motor scooter accident during his junior year in high school. Now a graduate of Tulane

Medical School, interning in Jackson, Miss.; 1952—Buddy Cunningham (first)—a graduate of Southwestern Louisiana Institute, now in the U.S. Army; 1953—Robert Ribbeck (first)—a graduate of Rice Institute in architecture, soon to be released from the U.S. Navy, in which he holds the rank of lieutenant, (jg.). He was our first national winner; 1954—James Hanchey (first)—a law student at Louisiana State University. He was our second national winner; 1955—Pat Cain (third)—will graduate from Bryn Mawr in June; 1956—Barry Hillebrandt (fifth)—a student at Tulane University; 1957—Brenda K. Smith (first)—a student at McNeese State College, Lake Charles, La.; 1958—Bobby Clark (first)—a premed student at Louisiana State University, our third national winner; 1959—Margaret O'Meara (first)—will attend Vassar next September. A national winner this year.

"Of course, it gives me a great deal of satisfaction to know that four of my students' themes have been judged among the top in the Nation. I will never be quite happy, though, until we get first place in this contest, which I consider the most worthwhile of all that we have ever entered."

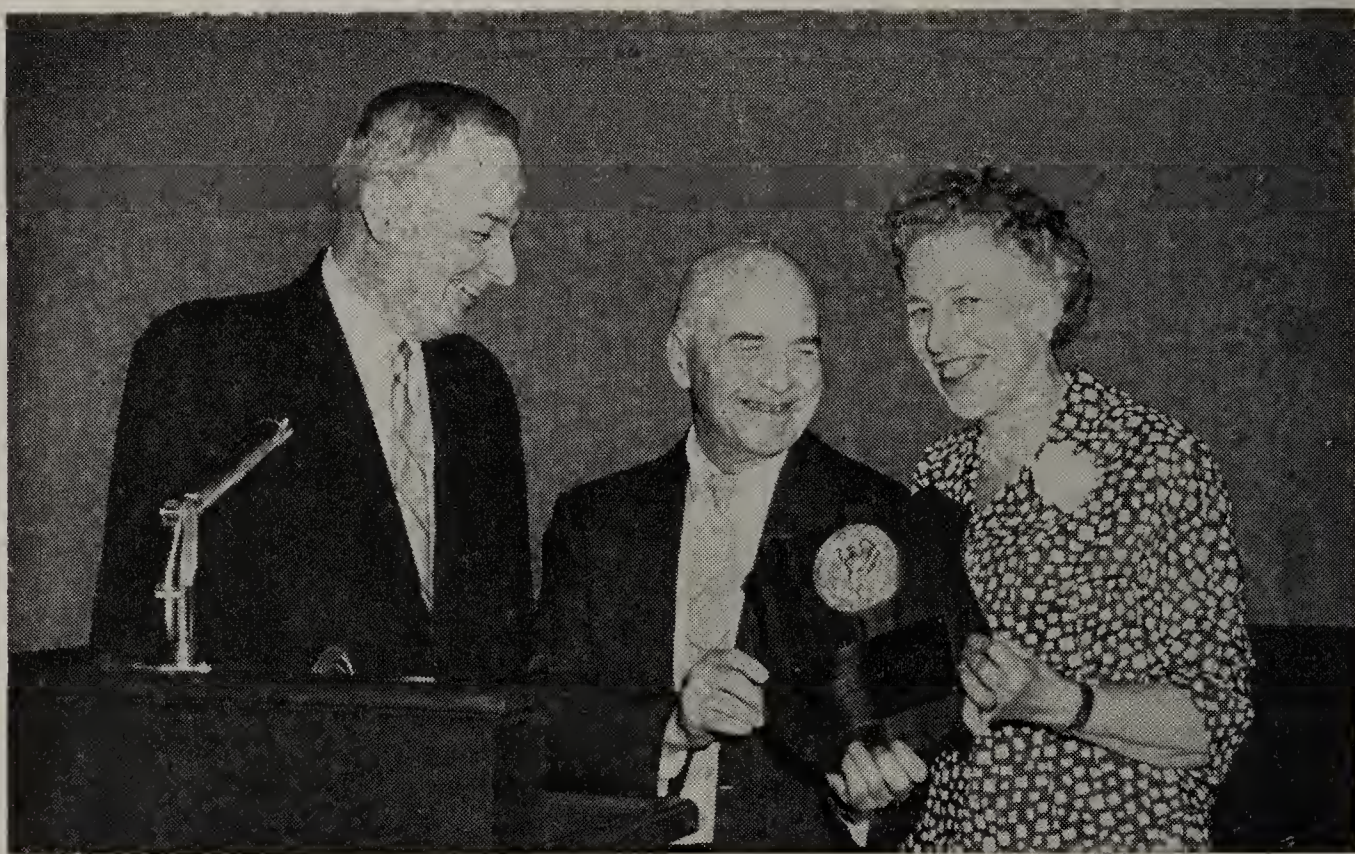
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THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
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THE PHYSICALLY HANDICAPPED



OVR Honored for Years of Cooperation

MAJ. GEN. Melvin J. Maas, Chairman of the President's Committee, presents to Miss Mary E. Switzer, Director of the Office of Vocational Rehabilitation, the Distinguished Service Award conferred by the President's Committee upon OVR at a ceremony, May 5, 1959, in the auditorium of the Department of Health, Education, and Welfare. HEW Secretary Arthur S. Flemming (left) witnessed the presentation.

The award, highest conferred upon an organization by the President's Committee, was presented to OVR for its many years of outstanding effort in behalf of the rehabilitation and placement of the physically handicapped. Miss Switzer has been an active participant in affairs of the Committee over the years, as has Secretary Flemming who has addressed two Annual Meetings and has been a panel participant on other occasions.

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Performance

THE STORY OF THE HANDICAPPED



“Coordinator of Coordinators”

The President's Committee on Employment
of the Physically Handicapped

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Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment
of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Earl Bunting, Gordon M. Freeman
Vice Chairmen

William P. McCahill
Executive Secretary

Vol. X, No. 2

August 1959

Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

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Cover Photo: Melvin J. Maas (left) and Carl Murr. See story, p. 2.

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The Secretaries of State, Treasury, Defense, Interior, Agriculture,
Commerce, Labor, and Health, Education, and Welfare; the
Attorney General, the Postmaster General, the Administrator of
Veterans Affairs, the Chairman of the Civil Service Commission,
the Director of the Office of Civil and Defense Mobilization, and
the Administrator of the General Services Administration.

Printing of this publication approved by Director,
Bureau of the Budget, June 11, 1959

Coordinator's Meeting Held in Washington

THE CIVIL SERVICE Commission held the second anniversary meeting of coordinators for employment of the physically handicapped, for those located in the D.C. area, on July 15, 1959, in the Departmental Auditorium, Washington, D.C.

Roger W. Jones, Chairman of the U.S. Civil Service Commission, welcomed those in attendance. Joseph E. Winslow, Assistant to the Special Assistant to the President for Personnel Management, reviewed the policy statement of the President on employment of the physically handicapped.

Reports of agency programs were given by: Eugene A. Berlin of the Army, Guy H. Dorsey of Commerce, Charles H. Roberts of the Department of Labor, and S. M. Pratt of the Veterans' Administration. Dr. Charles P. Waite, Assistant Medical Director of the Commission, led the panel on agency reports.

Field experience reports were presented by: Dr. Maurice S. Klein, sixth region at Cincinnati, Ohio; Dr. Charles L. Nutzman, 10th region at Denver, Colo.; and Dr. Louis Caplan, 11th region at Seattle, Wash.

The intent of the Federal Government to maintain a position of leadership in employment of the physically handicapped was made clear by the Commission when it called upon heads of Federal departments and agencies to designate coordinators for selective placement of the handicapped. For the first time a designated individual

in each department, independent agency, large bureau, and field establishment was given specific responsibilities to coordinate a program for selective placement of the handicapped. In a sense, the handicapped now have advocates on the firing line—to help remove any barriers to fair consideration for employment.

Departments and agencies have appointed 1,381 coordinators. The Commission is supplying coordinators with helpful information, materials, and guidance to support their efforts.

Two Awards Presented

Two awards were presented at the meeting: the Citation for Meritorious Service was given to Mrs. Marian H. Saunders, Assistant to the Coordinator for Employment of the Physically Handicapped, Department of the Army, for placing in employment over 30 physically handicapped persons during the past year. Mrs. Saunders' citation was presented by J. Harvey Daly, Chairman, D.C. Commissioners' Committee on Employment of the Physically Handicapped. The other award was a plaque presented by Aaron Tollin, president, fifth district of B'nai B'rith, to Arthur C. Murr, Vocational Rehabilitation Officer, Medical Division, Civil Service Commission, whose suggestion resulted in the creation of the coordinator program.

Over 250 key employees attended the 4-hour meeting.

Maj. Gen. Melvin J. Maas, Chairman of the President's Committee, who spoke to the group on July 15, called the program among the most significant developments in the past decade for promoting employment of the handicapped.

"This is a program I have followed with a great deal of interest since the Commission first issued Circular 903 in March of 1957," General Maas said. "When Carl Murr originally conceived the idea of designating a coordinator for employment of the handicapped within each large bureau and field establishment, it resulted in two new and very dramatic advances. First, and most important, it focused a long overdue searchlight on agency performance. Using the coordinators' reports we can now see where the program is making satisfactory progress and can concentrate on areas where further attention is needed.

Program Adapted by States

"Second, there are indications that the program will become a pattern for use in the States. As a matter of fact, it would be far more accurate to say that the program is already being so adapted.

"The first bit of such evidence came when the Pennsylvania Governor's Committee Newsletter reported how former Governor Leader had instructed his State administrators to name coordinators for the handicapped. There have also been inquiries which indicate that coordinators for the handicapped are being considered in other eastern seaboard States. Already a considerable number of the Governors' and Mayors' NEPH Week proclamations

have instructions to State personnel officers along these same lines. Very early in the game, Governor Anderson of Nebraska called upon the heads of his State units to adapt the program. Within the past few months, the State of Oregon has joined the ranks of States with coordinators for the handicapped.

"In Washington on June 18, 1959, I had the privilege of participating in the Civil Service coordinator program as it was launched in the District of Columbia. Here the District Commissioners have directed the earmarking of persons to be responsible for the employment of the handicapped in each major unit of the District Government. In this connection, it was only proper to pay tribute to the D.C. NEPH Committee Chairman and Secretary, J. Harvey Daly and Leonard S. Homa.

"It was at this same June 18 meeting that I had the distinct privilege of presenting the President's Committee Citation for Meritorious Service to Carl Murr for his contributions to the program. (See cover photo.) Soon after Mr. Murr came to the Medical Division, he realized that one of the greatest drawbacks to the placement of the physically handicapped was the lack of focal points or individuals where the physically handicapped could apply and receive consideration.

"The coordinator program is only one of the contributions to the President's program that he has made since he entered on his present position as Vocational Rehabilitation Officer assigned to the Medical Division in August 1955. Prior to that time and in the past 5 years that have followed,

(Continued on p. 6)

Nevada To Host Eight States At West Coast Regional Meet

NEVADA will be host to an 8-State west coast regional meeting of the President's Committee at Las Vegas in April 1960, it was announced at the 1959 Annual Meeting in Washington by Chairman Melvin J. Maas.

On hand from Nevada in Washington, D.C. for the initial planning session were Gov. Grant Sawyer; George E. Puddington, Chairman of the Nevada Governor's Committee, and Jack Lehman, Director of Nevada Department of Economic Development. Representing the President's Committee was Larry Burdick who will serve as national coordinator of the Las Vegas meeting.

States participating will include

Washington, Oregon, California, Idaho, Arizona, Alaska, Hawaii, and Nevada.

General Maas said, "I am delighted to accept Governor Sawyer's invitation to hold our west coast regional meeting in Las Vegas, Nev., next spring. This will give us a fine setting to bring together the State Chairmen and Secretaries of the Governors' Committees, representatives of many large and small employers, and a host of public and private groups and individuals with an interest in employment of the handicapped."

Later on this year, he said, some of the above groups will be invited to send a representative to Nevada to assist with the planning of the program and



Arranging for Las Vegas, Nev., meeting are Nevada's Gov. Grant Sawyer, center, Larry Burdick, left, and George E. Puddington. Puddington is chairman of the Nevada Governor's Committee. Burdick is national coordinator of the Las Vegas meeting.

other arrangements for the regional meeting. The name of the convention hotel, exact date of the meeting, and other details will be announced at a later date, Maas said.

Governor Sawyer added, "Two years ago at the last west coast regional meeting in Oakland, Nevada sent one of the largest State delegations in attendance. Included were our State Chairman, George E. Puddington, and

several members of the present Governor's Committee. With the fine experience of that meeting, and having in mind the wonderful April climate of Nevada and the tremendous new convention facilities of Las Vegas, I know we have an unbeatable combination to offer. I invite all of the States in the west coast regions to start their plans right now to come to Las Vegas in April 1960."



Polar Hero Presents Citation to Editor

RAYMOND C. CHEEVER, left, publisher and editor of ACCENT ON LIVING Magazine, recently received a Citation for Meritorious Service from the President's Committee. Shown making the presentation is Comdr. James F. Calvert, Captain of the U.S.S. *Skate*, the atomic submarine which recently spent 60 days under the polar ice. Mrs. Cheever is shown with her husband. Ray Cheever, stricken by polio in 1952, founded this publication which now has 7,000 readers in all States and 43 foreign countries.

ACCENT Magazine has its headquarters in Bloomington, Ill., and is currently featuring a series on home-operated businesses and home wheelchair living. Mr. Cheever feels that the success stories of persons who have overcome serious handicaps are "important medicine" and "therapy" toward giving courage and inspiration to handicapped persons all over the world. A sample copy is available free of charge by writing to ACCENT ON LIVING, 802 Reinthaler, Bloomington, Ill.

Handicapped Refugee Families Leave Europe for New Zealand

THE FOLLOWING was received by the United Nations, New York City, from the Office of the U.N. High Commissioner for Refugees, Geneva.

Fifteen handicapped refugee families from camps in Austria left Rotterdam, March 17, bound for a new life in New Zealand as a result of discussions initiated by the United Nations High Commissioner for Refugees, Auguste R. Lindt, during a visit to New Zealand last year.

Their departure marked the adoption by a country of overseas resettlement of the "family unit" concept of refugee migration long advocated by the High Commissioner, who was at the dock to wish the group bon voyage.

The 42 refugees who boarded the SS *Sibajak* today are the first contingent of 20 refugee families (numbering 55 persons) recently accepted by New Zealand.

In welcoming New Zealand's recognition of the fact that a handicapped member does not, per se, create a handicapped family, the High Commissioner expressed hope that other oversea countries, which usually insist that each new immigrant meet exacting health standards, would follow suit.

"Many countries will be watching with interest to see how New Zealand's initiative turns out in practice," Mr. Lindt told members of the group before they sailed. "On the success of this scheme may depend the future of your friends who are still in camps for the same reasons which until now have

prevented your own emigration overseas. That is what gives your departure today such special significance. I am confident that, mindful of your good fortune, you will act with awareness of the opportunity that is yours—to give other countries an added basis for emulating New Zealand's humanitarian undertaking."

All the families who sailed today under the New Zealand scheme have spent at least 2 years in camps in Austria. Disabilities include impairments to hands, legs (including an amputation), feet, and lungs. One particular family has three handicapped members. But New Zealand authorities expect that within a reasonable period all the family units will prove self-supporting. Until reestablished, the refugees will receive assistance and, where necessary, medical care from governmental sources.

Disabilities Prove No Handicap

Many of the families have already demonstrated how little effect their disabilities have on their self-sufficiency, the High Commissioner's Office commented in announcing the group's departure. A young man in his twenties, with one leg 3 inches shorter than the other as a result of a wartime wound, is a skilled auto mechanic. Another refugee, rejected by three countries because he limps, is a skilled engineering designer. A third, who lacks three fingers on his right hand, has held down a full-time job in an Austrian textile factory. Other skills

represented include baker, cook, basket-maker, farmhand, miller, dental mechanic, dentist, beekeeper, hairdresser, bookkeeper, general laborer, and dressmaker.

A. N. Johnson, New Zealand consul and migration officer in the Netherlands, was also on hand to see the refugees off. "My Government is pleased to accept you and provide you with the opportunity of permanent resettlement," he said. "I can assure you of a warm welcome and of the fact that appropriate action is being taken to receive you and to facilitate your successful settlement in New Zealand. In a very short time you will be able to play your part as citizens of New Zealand."

Travel arrangements for the refugees were made by the 28-nation Intergovernmental Committee for European Migration (ICEM), whose Deputy Director, Barthelemy Epinat, was present at the ship's departure from Rotterdam.

Mrs. J. M. Vanwalsum, wife of the mayor of Rotterdam, and honorary president of the Federation of Women's Auxiliary Services, presented toys to the 17 refugee children in the group.

More than one-third of the 32,000 refugees within the High Commissioner's mandate still living in camps in Europe belong to families in which one member is handicapped. In effect, this rules out emigration to most overseas countries for the whole family unit, since resettlement countries have stringent requirements for each member of the family. As many refugee families have refused to separate, the able-bodied remain in the camps with their less fortunate relatives.

Coordinator Meeting

(Continued from p. 2)

he has been one of the most persistent workers in promoting jobs for the handicapped. He is a real talent scout, and one of his handicapped job applicants joined the staff of the President's Committee where he now renders valuable service.

"Mr. Murr is able to inspire cooperation and has established improved relationships between Government agencies and outside groups interested in this program.

"I had my first progress report on this program in January 1959, when Dr. Eugene R. Chapin advised me that in January alone, 16 handicapped had been employed in the District of Columbia alone and over 250 throughout the continental United States.

"I repeat that while this program is still in its infancy, there is every reason to feel that it is going places fast. Within the past few days, Dr. Chapin reported to me that there are now almost 1,400 such coordinators and they are beginning to show real results. In 1957, for example, there were about 2,700 handicapped employed representing 0.52 percent of all accessions. In 1958 handicapped placed in Federal employment was well over 4,000 and represented 0.84 percent of all accessions. Congratulations are certainly in order, because this tremendous showing was made at the very time when handicapped placements in the public employment offices for 17 consecutive months were trailing behind the comparable months of a year earlier," General Maas concluded.



APRA President Cited for Work with Handicapped

HENRY VISCARDI, Jr. (left) president, Abilities, Inc., Albertson, Long Island, N.Y., a member of the New York Governor's Committee and the President's Committee on Employment of the Physically Handicapped, presented a Presidential Citation for Meritorious Services to Arch C. Hancock, retiring president, Greater New York Chapter, American Public Relations Association, at a testimonial

luncheon at Toots Shor's restaurant, New York City, Tuesday, June 9. Mr. Hancock was honored for "exceptional contributions in advancing the employment of the physically handicapped." Looking on is Mrs. Lorraine Hancock.

Mr. Hancock, who resides at 13 Fenway Street, Stamford, Conn., is director of Public Relations, Remington Rand Co., New York, N.Y.

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Better Understanding of Mentally Restored Asked at Jersey Regional Meeting

A POISED, attractive woman, once a patient in the Illinois State Mental Hospital, made a strong appeal for a nationwide crusade to clear up public misinformation and lack of understanding about the mentally restored.

She urged all persons like herself, with a history of mental illness, to try to overcome their oversensitivity and to stop trying to be something they are not.

The speaker was Miss Vivian Acord, of the Illinois Department of Public

Welfare, who gave the principal luncheon address at the Shelburne Hotel in Atlantic City, May 18, before approximately 400 medical, insurance, governmental, plant, rehabilitation, and job experts attending an 8-State Regional Meeting of the President's Committee. The meeting continued through May 19.

On hand to hear Miss Acord and to honor three New Jersey State high school Essay Contest winners and three winners in a State Poster Contest on employment of the physically handi-



At the May 19 luncheon, Maj. Gen. Earl C. Bergquist, Commanding General, Fort Dix, N.J. (left), received from Maj. Gen. Melvin J. Maas a citation from the President's Committee for Fort Dix's outstanding record in placing severely handicapped workers in civilian jobs. To the right of General Maas are Harrison A. Williams, U.S. Senator from New Jersey, and Frank Orth, Deputy Assistant Secretary of the Army for Manpower and Reserve Forces. Both Williams and Orth were main speakers at the luncheon.



One of the features of the regional meeting was the panel, "They Told Us It Could Be Done—And We Did It." Shown here is a participant, Raymond Leizer, who has developed surprising acceptance as a concert pianist although he lacks hands. He is administrator of the Human Resources Group, a division of Abilities, Inc., Albertson, Long Island, N.Y.

capped, were delegates from New Jersey, New York, Delaware, Maryland, Pennsylvania, Virginia, West Virginia, North Carolina, the District of Columbia, and Puerto Rico.

Prizes were awarded at the luncheon by Daniel Goldy, Assistant Commissioner of the New Jersey Department of Labor and Industry. The first prize, \$250 and a 4-year college scholarship at Rutgers University, went to Barbara Joan Zimmer, a Glen Ridge, N.J., senior. Miss Zimmer, also winner of the \$1,000 National Essay Contest prize, had already received her national award from Vice President Richard M. Nixon in Washington, D.C., on May 7.

The second State prize of \$100 went to C. Michael Hancher, Jr., Roselle, N.J.; third prize, \$50, was won by Winifred Waring of Princeton, N.J.

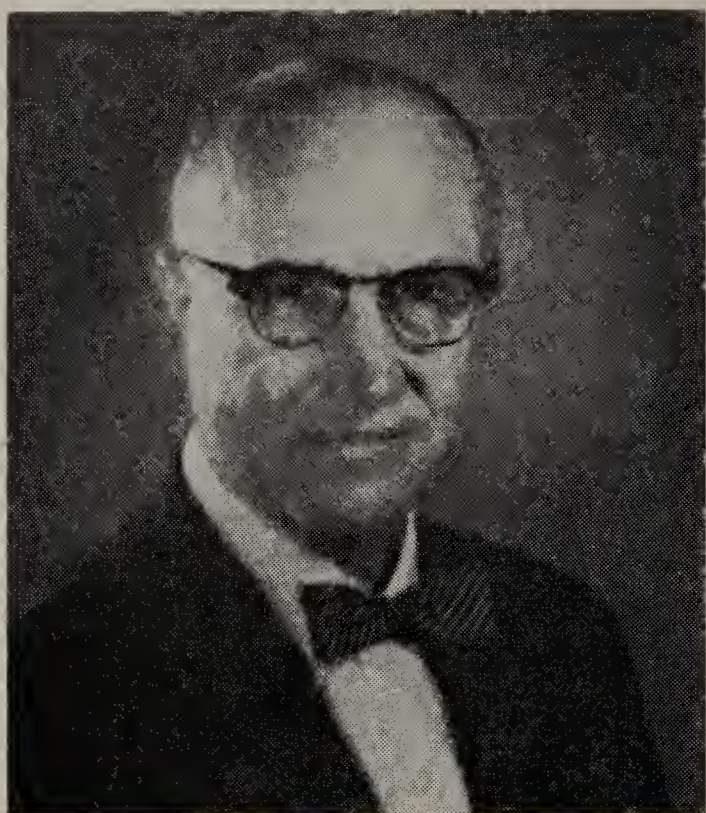
Prizes in the same amounts were

received by winners of the New Jersey Billboard Contest having as its theme, "A Job—One Key to Mental Health." Winners were as follows: first prize, John K. Fitzpatrick, Princeton, N.J., \$250; second, Diana Barbieri, Franklin Lakes, N.J., \$100; and third prize, William J. Murphy, Elizabeth, N.J., \$50.

The meeting opened formally in the grand ballroom of the Shelburne Hotel, Monday morning, May 18, with ceremonies by a color guard and a band from Fort Dix. Mr. Leonard Johnson, Executive Director of the New Jersey Manufacturers Association, presided. The keynote address, "Leadership and the Democratic Process," was made by General Maas.

"They Told Us It Could Be Done—And We Did It," a panel discussion, was moderated by William P.

(Continued on p. 12)



Guest Editorial

We Owe the World Our Ability

J. H. VAN SCHOICK

*Special Assistant, Physical Medicine and
Rehabilitation Service, Veterans'
Administration*

IT WOULD BE tragic if any veteran, or any citizen for that matter, should think that the world owes him a living. Instead, we owe the world our very best ability in this critical problem period, just as much as we owed our very lives to national security during the war. What will we do; how hard will we work; how persistent will we be in spite of discouragement, in making our maximum contribution to society?

There are many new fields of employment for which trained workers are urgently needed, as well as those we have known in the past. Occupations in space exploration, electronic specialists, research analysts, programmers for electronic computers, instrumentation technologists, aeronautical technicians, automotive and diesel technicians, chemical technicians, etc., are just a sample of the jobs in short

supply. A recent report in *Employment Outlook*, a publication issued jointly by the Veterans' Administration and the U.S. Department of Labor, stated that the current lack of adequate numbers of scientists and engineers has given renewed impetus to the trend, notable in World War II, toward greater use of technicians. Well-trained technicians in virtually all areas of work were in short supply when this report was written. And this employment of technicians is likely to continue to expand over the long run as a result of further growth of industry and the increasing complexity of modern technology.

We urgently need teachers, physicians, nurses, rehabilitation therapists, social workers, and so many other categories of human service. It shouldn't be hard to decide on an area in which you can make your ability count.

Excerpted from an address made at the commencement and rehabilitation exercises, Veterans' Administration Hospital, Brecksville, Ohio, June 11, 1959, to veteran-patients who had completed their high school education from their hospital beds.

Freewheeling Editor Gets Doctorate

A MAN WHO has been leading a wheeled existence for almost his entire life recently said, "One fact you've got to realize is that life is going to go on. Either you participate in it or you don't." He has been participating and at a pace which would rival that of his walking, running, bustling contemporaries.

Officially, this man in a wheelchair could be considered close to complete physical disability. At the age of 4 he was a victim of muscular dystrophy, and for the following 34 years of his life has been navigating successfully in his own freewheeling way. So successfully that no one meeting and talking with him could accept any such "official" pronouncement.

Richard S. Fitzpatrick is an editor in the Office of Research and Analysis of the U.S. Information Agency; the holder of a bachelor of science degree from Marquette University; a master's degree and now a doctor of psychology degree from American University. He has been teaching psychology in the Agriculture Department's Graduate School program since 1947 and at present carries a five-course teaching load in evening classes there. Outside of his regular labors, Dick is a member of the library and arts committee of the National Press Club and has been secretary of the Washington Professional Chapter of the journalism fraternity, Sigma Delta Chi, for the past 16 years. In what spare time he has left, Dick proudly tends his ever-

growing stamp collection and psychology library in which he has some 1,200 volumes.

The choice of subject matter for his doctoral dissertation typified Dick's interest in people everywhere, and it required a 6-week trip to Rio de Janeiro where he established an organization to collect data for him before he finished his 373-page analysis of social classes in Brazil. This effort had to be at his own expense since he has so far not been able to convince Government offices that his condition has nothing to do with his worth or ability in a foreign post.

Shortly before his graduation, Dick was informed that he had been elected to American University's honor society and to a psychology honor fraternity, and about the same time feature articles appeared in the local press, one of which was inserted in the Congressional Record by Senator Alexander Wiley of Wisconsin as a record of an outstanding example of courage in the face of adversity.

When asked what he considered his own philosophy, he said without hesitation that he felt that the true essence of life is in *knowing* people, not just running around *meeting* people. Therein probably lies the reason that Dick Fitzpatrick will never lack the friends ready to give his chair the push it sometimes needs and why those friends will always find in him the cheer and courage that they sometimes need.

New Jersey Meeting

(Continued from p. 9)

McCahill, executive secretary of the President's Committee. Panel members were employees of Abilities, Inc., Albertson, Long Island, N.Y., headed by Henry Viscardi, Jr., president, and Orin Lehman, chairman of the New York Governor's Committee. Other panelists were Louis Blersch, Alex Alazraki, and Raymond R. Leizer. A question-and-answer period followed.

"The Use of Preemployment Medical Examinations" was the subject of a panel discussion moderated by Dr. T. M. Arnett, Area Medical Director, Veterans' Administration, Trenton, N.J. Panelists: Dr. Edward C. Holmblad, director of the Industrial Medical Association, Chicago, Ill.; Dr. Arthur F. Magelsdorff, director, Employees Health Division, Prudential Insurance Co. of America, Newark, N.J.; Dr. Ashen Yaguda, medical director, International Ladies' Garment Workers' Union, Health Maintenance Center, Newark, N.J.; James H. Sears, chairman, Delaware Governor's Committee, E. I. du Pont de Nemours & Co., Wilmington, Del.; and H. A. Shrut, Veterans Federal Employment Representative, Third Civil Service District, Philadelphia, Pa. A question-and-answer period followed.

On Tuesday, May 19, the meeting opened at 9 a.m. with Leonard Johnson presiding. "Workshops—Steppingstones to Competitive Employment" was moderated by Charles Eby, director, Bureau of Rehabilitation, Harrisburg, Pa., and panelists included Bart Milano, director, Opportunity

Center, Inc., Wilmington, Del.; Mrs. Evelyn P. Storer, managing director, Sheltered Workshop for Disabled, Binghamton, N.Y.; Mason Turner, personnel director, Joseph Bancroft & Sons Co., Wilmington, Del.; and Clinton M. Fair, assistant director, Department of Social Security, AFL-CIO, Washington, D.C.

At 10:45 a.m. another panel discussion was held on the subject: "They are Employable—The Epileptics—The Cardiacs—The Cerebral Palsied—and the Tuberculous." Moderator was Thomas Jefferson Miley, executive vice president, Commerce and Industry Association of New York. Panelists: The Epileptics—R. D. Leandri, Chief, Vocational Rehabilitation and Education Division, Veterans' Administration, Washington, D.C.; The Cardiacs—Dr. Levi Walker, cardiologist, Atlantic City Hospital, Atlantic City, N.J.; The Cerebral Palsied—Cecil W. Morgan, Ph. D., Springfield College, Springfield, Mass., member of Adult Activities of United Cerebral Palsy, New York, N.Y.; The Tuberculous—Dr. Joseph A. Smith, superintendent and medical director, New Jersey Sanatorium for Chest Diseases, Glen Gardner, N.J.

Highlights of the luncheon on the second day were addresses by Franklin L. Orth, Deputy Assistant Secretary of the Army for Manpower and Reserve Forces, Washington, D.C., and Senator Harrison A. Williams, Jr., from New Jersey.

Maj. Gen. Melvin J. Maas, Chairman of the President's Committee, presented a Citation for Meritorious Service to Maj. Gen. Earl C. Bergquist,

Commanding General, Fort Dix, N.J., for the outstanding record Fort Dix has made in employing handicapped men and women in civilian jobs.

Leonard Johnson presided over the second-day luncheon. Toastmaster was Ernie Stiegler, chairman of the Lehigh County Committee, Allentown, Pa.

Chairmen and secretaries of the Governors' Committees from the participating committees met informally

May 17 with General Maas. General Maas said that the staff of the President's Committee has a recent directive from its Executive Committee to include in its public information activities more planning and study to assist persons with a history of mental illness.

Thomas R. Greening, liaison officer of the President's Committee, was the national coordinator for the meeting.



Air Force Honored

AT THE recent Dallas regional meeting of the President's Committee, Maj. Gen. Melvin J. Maas, Committee Chairman, presented Lt. Gen. Emmett O'Donnell, Jr., Deputy Chief of Staff, Personnel, Department of the Air Force, with the Committee's Distinguished Service Award for the dynamic program of hiring handicapped workers in the Department of

the Air Force. At the presentation ceremonies were, left to right, General Maas; Dr. Waldo Stephens, chairman, Oklahoma Governor's Committee on Employment of the Physically Handicapped; General O'Donnell; and Ted Wheaton, Chief, Civilian Personnel, Tinker Air Force Base, Oklahoma City, Okla.

THE PRESIDENT'S COMMITTEE
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ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED



Employment Security Review Receives Recognition

FOR more than a decade, dating back to the very beginnings of the President's Program, the Employment Security Review has been among the most consistent and effective crusaders and supporters of the program for employment of the physically handicapped.

So said Maj. Gen. Melvin J. Maas, Chairman of the President's Commit-

tee, as he presented a citation to the staff of the Review during the Labor Department's 1959 Award Ceremonies in the Departmental Auditorium in Washington, D.C. The staff shown here includes, from left to right: Mrs. Margaret Morris, Mrs. Harriet B. McDuffie, Miss Thurza M. Young, General Maas, Mr. John N. Thurber, Miss Mary C. Murphy, and Mrs. Eva S. Ridgway.

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THE STORY OF THE HANDICAPPED



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Heads Employer Committee

The President's Committee on Employment
of the Physically Handicapped

SEPTEMBER 1959



Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment
of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Earl Bunting, Gordon M. Freeman
Vice Chairmen

William P. McCahill
Executive Secretary

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Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

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Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Civil and Defense Mobilization, and the Administrator of the General Services Administration.

Printing of this publication approved by Director,
Bureau of the Budget, June 11, 1959

Nation's Top Employers Meet to Promote Jobs for Handicapped

IN A DRAMATIC demonstration of the continuing support of top business and industrial executives to the national hire-the-handicapped program, members of the Employer Committee of the President's Committee held their second national meeting September 11 at the duPont Country Club, Wilmington, Del.

The meeting was an all-day affair. E. I. duPont de Nemours and Co. was host for the occasion.

Walter D. Fuller, past board chairman of the Curtis Publishing Co. and chairman of the Employer Committee, presided. (See cover photo.)

President Eisenhower sent his personal greetings to those attending the Employer Committee meeting. In a letter to Melvin J. Maas, Chairman of the President's Committee, the President said:

"To all attending the national meeting of the Employer Committee of the President's Committee on Employment of the Physically Handicapped, I send greetings.

"As you encourage the development of realistic hiring practices for the disabled, you render a service of great value to the Nation. Handicapped persons are demonstrating in thousands of situations that they are safe, steady, and productive workers, able to compete on an equal basis for jobs within their capabilities. It is important that opportunities for their successful employment be continued and expanded.

"I wish you a most constructive meeting, and every success in the pursuance of your objective of finding useful and rewarding employment for our handicapped citizens."

Brother Leo V. Ryan, C.S.V., Ph. D., assistant dean, College of Business Administration, Marquette University, Milwaukee, Wis., gave the invocation.

An address of welcome was delivered by Gov. J. Caleb Boggs of Delaware.

Earl Bunting, vice chairman of the President's Committee and former president of the National Association of Manufacturers, made a special presentation of the President's Committee's Spotlight Award in the "Best Article" category to the U.S. Steel News, William T. Garvey, editor and author. The award was made for an article published by U.S. Steel News titled, "A Job for Richard Neish."

P. S. duPont, III, secretary, E. I. duPont de Nemours & Co.; Rudy Bannow, national vice president, National Association of Manufacturers; and Henry Viscardi, Jr., president of Abilities, Inc., each addressed the luncheon gathering. An informal floor discussion followed the three addresses.

The benediction was delivered by the Reverend Richard M. Trelease, Jr., St. Andrews Episcopal Church, Wilmington.

In the morning, preceding the meeting, those attending the meeting enjoyed golf, tennis, and other recreational facilities afforded by the club.

(Continued on next page)

Mr. Fuller has a national reputation for his interest in the welfare of fellow human beings. Despite his heavy responsibilities during the years of active business life as chairman of the board of the Curtis Publishing Co., he has always had a deep personal interest in the welfare and consideration due the physically disabled in terms of employment. Mr. Fuller has an equal interest

in the problem of the older workers whether handicapped or able-bodied. Since succeeding Arde Bulova, late president of the Bulova Watch Co., as chairman of the Employer Committee, Mr. Fuller has devoted a great amount of his time and energy to encouraging the Nation's employers to give the physically handicapped worker equal opportunity in job placement.

Handicapped Worker Tops In Production

EDITORS NOTE: *A stimulating article, appearing in the November-December 1958 issue of "Contact," publication of Local Union No. 1710, International Brotherhood of Electrical Workers, AFL-CIO, has been brought to our attention. It was contributed by Robert Clifford, production manager of Electro Cords Co., Los Angeles, Calif.*

TO YOU he may be just a blind man. To me he is a person who sees more than you and I. It might seem that his blindness would have taken away all hope, instead he is one who has developed what he had to the fullest.

I'd like to tell you about a friend of mine whose name is Jack H. Sutherland. During the first World War he was a sailor on an old windjammer for the Merchant Marine. After he left the Merchant Marine Service, which included a short hitch with the Coast & Geodetic Survey, he became a painter and decorator. During this period he did the ornamental painting on many

of Los Angeles' public buildings. One day after many hours of overtime at the Los Angeles Theatre, which was being prepared for opening night, he became blind.

Jack said that the world and all he knew seemed to come in around him and that he experienced utter darkness, both physical and mental. After groping aimlessly for sometime, asking himself why it had to happen to him, he decided to try evangelistic healing. Jack says that he went to the healing service and asked Christ to take away his burden. Christ didn't give back his sight, but he did take his burden.

Jack's life has been useful and productive since his blindness. He has worked for Electro Cords Co. for the past 2 years. When we hired Jack we wanted to help him, but instead he helped us. Jack without his eyesight can assemble delicate parts faster than a person with sight. Not only has Jack paid his way in work produced, he has given our shop a cheerful atmosphere.



The Executive Committee

PERFORMANCE is pleased to print the most recent photograph of the Executive Committee of the President's Committee. This group of dedicated men and women have been the guiding influence behind the tremendous progress of the national program to obtain employment for impaired workers over the past 11 years. A great majority of the Executive Committee were charter members of the President's Committee and have never lost their enthusiasm, sense of purpose, and dedication.

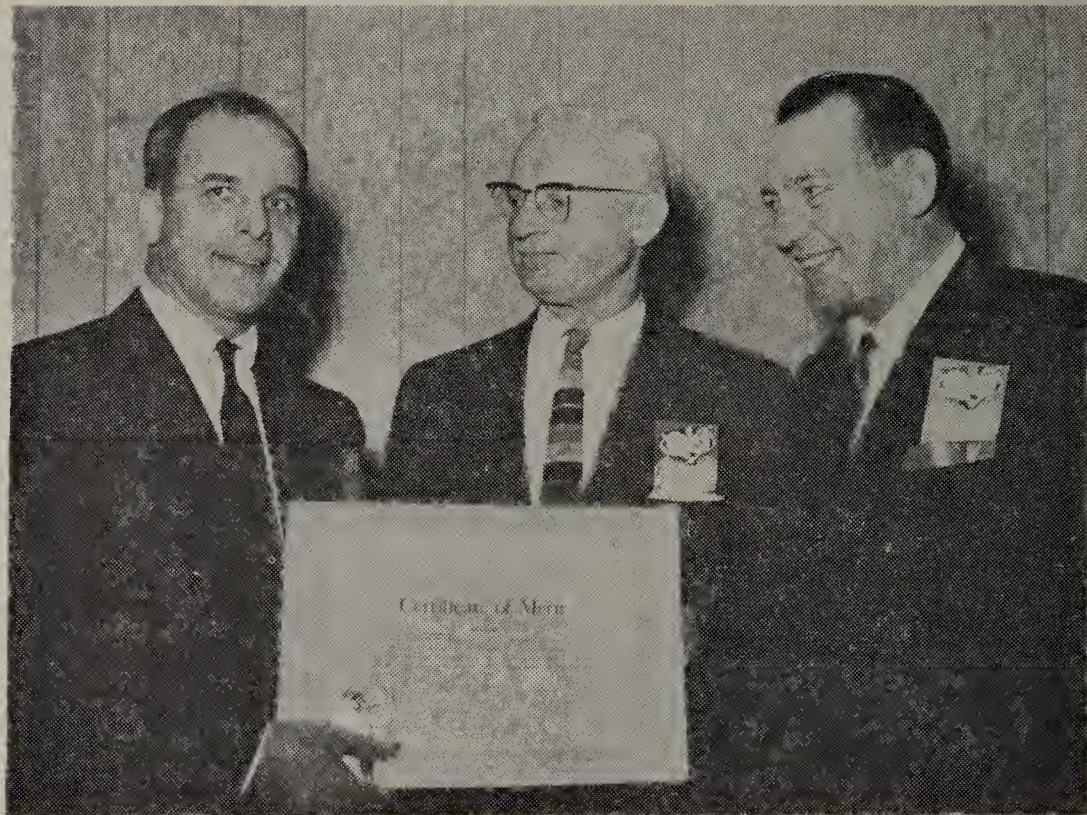
Sitting at table, clockwise: Willis C. Gorthy, Institute for the Crippled and Disabled; Ross T McIntire, M.D., International College of Surgeons; Robert B. Lea; Edward L. Cushman (in rear, sitting), American Motors Corp.; Clarence W. Bird, the American Legion; Esther Van Wagoner Tufty, Tufty News Service; Melvin J. Maas, chairman, President's Committee; Earl Bunting, Bunting, Calkins and Leach, chairman, Executive Committee; Mrs.

Stephen J. Nicholas, General Federation of Women's Clubs; R. C. Thompson (in rear, sitting), States Vocational Rehabilitation Council; John Burris, Disabled American Veterans; Henry Viscardi, Jr., Abilities, Inc.; and Dr. G. R. Fugal, General Electric Co.

Standing (left to right): Arch A. Mercey, Ransdell, Inc.; Earl H. Gammons, consultant; John M. Convery, National Association of Manufacturers; Millard W. Rice, Disabled American Veterans Service Foundation; A. L. Kirkpatrick, Chamber of Commerce of U.S.A.; Col. Henry E. Kendall, Interstate Conference of Employment Security Agencies; and Edward C. Holmblad, M.D., Illinois Public Aid Commission.

Members not shown in the photograph are: Gordon M. Freeman, International Brotherhood of Electrical Workers, and vice chairman, President's Committee; Clinton M. Fair, AFL-CIO; Walter D. Fuller, Walter D.

(Continued on next page)



Wisconsin Executive Honored

L C. SMITH, Kaukauna, Wis., industrial relations director of the Thilmany Pulp & Paper Co., was honored in Madison, Wis., April 27, by the Wisconsin Governor's Committee on Employment of the Physically Handicapped for his interest and initiative in establishing the Fox Valley Sheltered Workshop in Appleton.

Shown above, left to right, are: Gov. Gaylord Nelson, Mr. Smith, and Ralph O'Connor, chairman of the Governor's Committee. Smith's citation for community service was given "in recognition of exceptional achievement in promoting the employment of physically impaired citizens of the State of Wisconsin."

The Executive Committee

(Continued from p. 3)

Fuller Co.; Elmer Hess, M.D.; W. D. Johnson, Order of Railway Conductors and Brakemen; Walter J. Mason, AFL-CIO; George Nelson, International Association of Machinists; James M. Newmyer, Newmyer Associates; Kenneth E. Pohlmann, United Mine Workers of America; Dean W.

Roberts, M.D., National Society for Crippled Children and Adults; David F. Schlothauer, National Automobile Dealer's Association; Miss Sylvia Spencer, Public Relations Counsel; P. J. Trevethan, Goodwill Industries of America, Inc.; and E. B. Whitten, National Rehabilitation Association.

New Publication Gives Full Details On Rehabilitation Centers

FOR those who are interested in the organization and development of rehabilitation centers and for others who would like to learn the most recent advances in operational techniques, a new publication, titled "Rehabilitation Centers Today," has recently been published.

The book is a joint effort by the Office of Vocational Rehabilitation of the U.S. Department of Health, Education, and Welfare and the Conference of Rehabilitation Centers.

It has been produced to help meet the need for specific information on costs, program, services, staffing, referrals, disability groups served, and management. The publication takes a threefold approach to the problem of presenting a wealth of detailed information. First, the centers studied are discussed as a group with attention to trends and practices in concepts, program, staffing, and services against a backdrop of many years of experience with rehabilitation centers throughout the country.

About 20,000 individual facts about the 77 centers are recorded in tables in such manner as to facilitate comparison between centers on an overall program or specific items.

The 77 centers are listed alphabetically by State and city with pertinent information about each, such as the specialty of medical director, number of professional staff, caseload, disabilities served, waiting lists, and training affiliations.

Commenting on the new publication Miss Mary E. Switzer, Director of OVR, said:

"In many communities across the Nation, rehabilitation centers have produced highly rewarding results. Not only are they bringing hope to many disabled, but communities are experiencing a reduction of dependency and solving other aspects of disability. This surge of satisfaction and success has raised an insistent demand for information about their operations—their physical plant, financial structures, and the ways in which they meet their problems.

"In recognition of this need, the Conference of Rehabilitation Centers, with the aid and support of the Office of Vocational Rehabilitation, has produced this volume. It is a companion to *The Planning of Rehabilitation Centers*, which was published in the fall of 1957, through a similar joint effort.

"This book contains a wealth of information, so that those States, communities, or organizations that are looking forward to new and better rehabilitation centers may benefit by the experience that has accumulated. Its publication is a distinct contribution to the cause of rehabilitation, and the Office of Vocational Rehabilitation is happy to have had a part in it."

The book is available from the Government Printing Office, Superintendent of Documents, Washington 25, D.C., at \$1 per copy.

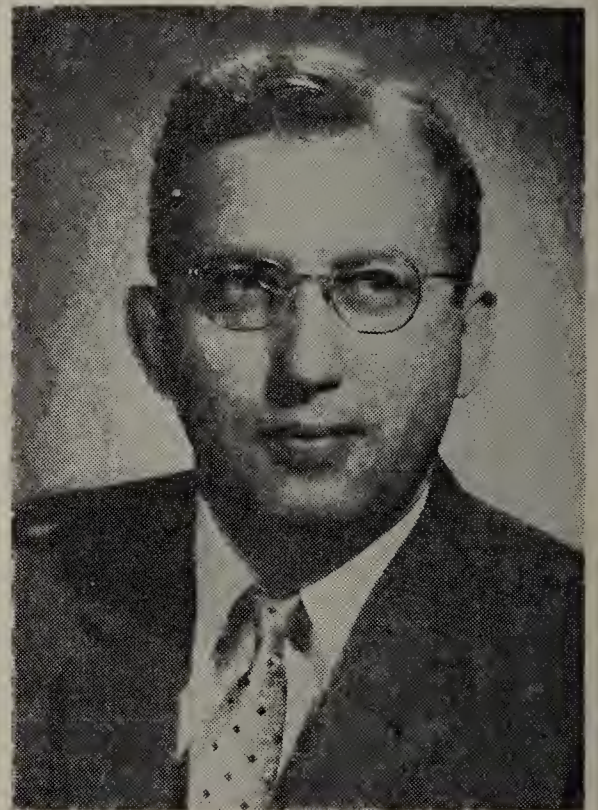
BVA "Employer of the Year" Award Presented by General Maas

IN RECOGNITION of his years of dedicated service to blind veterans and nonveterans, Karl Hope, president of Perfect Photo Service, Inc., Philadelphia, Pa., was presented with a Citation from the Blinded Veterans Association by Melvin J. Maas, Chairman of the President's Committee, during the recent regional meeting of the Committee in Atlantic City, N.J. Mr. Hope was cited for his activity in behalf of the handicapped worker in small business. In accepting the award, Mr. Hope said:

"May I express my sincere gratitude for the award the Blinded Veterans Association has bestowed on our company. Certainly I could think of no greater honor to anyone, and I am accepting this on behalf of our blind workers.

"My thoughts go back 20 years when I arrived in the New World with renewed hope and expectations. Hardly speaking a word of English, but full of enthusiasm, I showed my samples of photographic illustrations to the art director of a company. After a short interview the director reached into his pocket and handed me a \$5 bill. While recognizing the merits of my work, he felt I was hopelessly handicapped by lack of command of the language. Instead of giving me work he gave me charity; and nothing could have hurt my feelings more. Years later, when I returned from the Army and started on my own again, I remembered this bitter experience

which taught me a fundamental lesson: Not charity but opportunity. It gives me renewed hope and trust and



Karl Hope

faith when I see all of our employees, whether handicapped or blind or not, work harmoniously as one team, one supplementing the other.

"Bill, one of our blind veterans, comes to work in a car pool with a group of officeworkers. One cold winter morning, in a sudden blizzard, the car was marooned in heavy snowdrifts. When the officeworkers were unable to fasten the snow chains on the tires, Bill quickly fastened the balky chains with his sensitive fingers and, of all our employees, he was first to arrive at the plant.

(Continued on p. 13)

Willis C. Gorthy Sees Great Gains For the Handicapped

PHYSICALLY handicapped workers, today, are receiving a broad range of services which, together, constitute modern, comprehensive rehabilitation, Willis C. Gorthy, Director of the Institute for the Crippled and Disabled, New York City, said at the 23d Annual Meeting of the Davis Memorial Goodwill Industries, Washington, D.C.

Mr. Gorthy was the principal speaker at the meeting where he received a citation from the Goodwill Industries for his outstanding contribution over a period of years in personal service to handicapped workers. Mr. Gorthy is also a member of the Executive Committee of the President's Committee and has served faithfully since the early beginning of the program.

James C. Dulin, President, Davis Memorial Goodwill Industries, Washington, D.C., made the presentation of the award.

William P. McCahill, Executive Secretary of the President's Committee, introduced Mr. Gorthy. In his remarks Mr. Gorthy said:

"Thousands upon thousands of handicapped people are today receiving a breadth of service which they could not possibly have received a comparatively short while ago. Private agencies such as Goodwill Industries and the Institute for the Crippled and Disabled, where I have the privilege to serve, rehabilitation organizations and government agencies at all levels have contributed importantly to this growth.

"The progress which has been made

lies not alone in the number served. It lies also in the broad range of services which together constitute modern comprehensive rehabilitation. Today, in social adjustment, in medical care and in vocational rehabilitation, we have a complexity and a variety of activities and of professional and technical personnel which were only a dream 20 years ago.

"There is little reason to be smug about our accomplishments in rehabilitation. For one thing, despite the expanded effort since World War II and particularly since the passage of important legislation by the Congress in 1954, we have only scratched the surface of need among our population. Secondly, we are confronted continuously with scientific advances which, while eliminating some rehabilitation problems, present as many new ones. As long as the human body and mind are buffeted and attacked by accident and disease, rehabilitation must continue to search for ways to ameliorate residual disability and to extend the knowledge gained so that all who labor in the field of rehabilitation may be better equipped to serve the handicapped.

"With this thought in mind, how should we then plan for the future? We have responsibility to conduct research in pursuit of new knowledge. Once gained, we have responsibility for integrating this knowledge with what we already know, for eliminating pro-

(Continued on p. 11)



Participants in the humorous skit presented at a luncheon in Lincoln, Nebr., are: *Left*, Tom Lawrie of KOLN-TV who played the lead; *center*, Victor Seymour, Midwest Life Insurance Co.; and Bob Johnson, also of KOLN-TV.

Lincoln, Nebr., Produces Skit on Handicapped

THE Mayor's Committee on Employment of the Physically Handicapped of Lincoln, Nebr., recently tried a new and different approach in promoting the hiring of the handicapped in their community.

Though this area is a bright spot in the Nation for its understanding and acceptance of the handicapped worker, Cochairmen Orville Lewis and Marie Stewart never miss an opportunity to show employers the real meaning of the word "Handicapped."

An original comedy skit was presented at a local Personnel Club luncheon, which pointed up the fact that the "Handicapped" is not an exclusive club. We are all members. The action took place in the office of harassed Personnel Director Victor Seymour (Midwest Life Insurance Co. executive), who portrayed a neurotic, pill-taking executive, obviously inadequate to the strain and stress of his daily routine.

A pantomime ensued with versatile

Tom Lawrie of KOLN-TV, playing the lead. With a few simple props such as hats, coats, and wigs, Tom appeared as four different applicants, picturing a hilariously funny, though slightly distorted, personality type for each. They were "Sensitive Sam," "Bulldog Pete," "Deliberate Dan," and funniest of all, "Careless Kate," an amorous, though not too well qualified secretary.

Each of the characters was obviously handicapped by some personality quirk and came up short in the interviews. The last applicant, a well-adjusted physically handicapped individual got the job, of course, because of his apparent aptitude and ability to do the job.

The skit was narrated by velvet-voiced Bob Johnson, popular KOLN-TV personality, with Dottie Barnes, another channel 10 member, dressed as a cigarette girl who entered with vaudeville type cards which injected further humor into this unusual presentation.

Deaf Worker Proves Ability Counts

ELSIE P. KERN is totally deaf. She can read lips fairly well; however, she relies on head movements and other gestures to express herself. Despite this serious handicap, Elsie has established a remarkable 15-year record of dependability and safety as an employee at the Armstrong Cork Co.'s packaging materials plant in Lancaster, Pa.

Now 52 years of age, Elsie began to work at this plant in 1944. From the first, her supervisors decided that the only environment in which she could fully develop was one in which she would be treated like any other employee. The people with whom she works also accepted her as they would any other employee. In this uninhibited atmosphere she has not only developed personally but has created a harmonious relationship with her fellow employees.

Progressed Quickly

When she began her employment at this plant it became evident that despite her physical handicap, she could grasp fundamental instructions easily. As time passed, it also became evident that she required a minimum of supervision in a modern manufacturing operation.

A look at her progress on the job speaks for itself. Her first assignment involved the inspection of products either in the production process or after they were finished. This is

an important job because the management of the plant feels that the next time these products are inspected will be by the customers themselves.

Elsie was later assigned to a new department with more direct contact with modern high-speed equipment. She has worked in these operations for the past 11 years with a minimum of absences and an enviable record of dependability. Her work involves the preparation of molded plastic caps for one of the final production steps, the insertion of special liners. While she does not actually operate a lining machine, she does perform duties vital to the successful operation of the machine. One of her responsibilities, for example, is to observe the performance of the machine so that "jams" can be prevented or immediately reported before serious trouble develops.

Elsie grew up in the small town of Waller in Columbia County, Pa. At the age of 10 a group of citizens in Waller made it possible for her to receive specialized training at the Pennsylvania School for the Deaf at Mount Airy, Pa.

She has been married since 1929 and has one married daughter with two children. Her hobbies are sewing and traveling.

Elsie believes her handicap, the result of a prolonged case of whooping cough when she was an infant, has not kept her from enjoying a full and useful life.

Detroit Goodwill Industries Creates Work for the Handicapped

THERE is hardly a housewife in Detroit, Mich., who hasn't had her iron repaired by a handicapped worker at Goodwill Industries.

This is done through a sheltered workshop program developed with the cooperation of the Detroit Edison Co. and operating within the Edison plant.

It is one of the few sheltered workshops within a private industry in the country and offers both jobs and vocational training to physically handicapped men and women.

It is economically sound from industry's viewpoint, as stressed by Edison's vice president Chester F. Ogden. He urged other industries to make every

effort to cooperate with Goodwill Industries in developing similar workshops. In accepting an award from Goodwill Industries of America at the recent National Delegate Assembly held in Detroit, Ogden said:

"There are three points I would like to mention in connection with our long association with the physically handicapped persons who have made our contract programs so successful at Goodwill Industries. The first concerns the economics of these contracts. During the 10-year period, the total dollar volume of the jobs has reached nearly three-quarters of a million dollars spread over a hundred different types



Chester F. Ogden, right, vice president of Detroit Edison Co., accepts an award on behalf of his company from Goodwill Industries of America. Richard A. Nelson of San Diego, Calif., president of the Goodwill organization, presented the award.

of operations. We have found that our company profits in two ways—first because Goodwill employees are able to perform these tasks as economically as we can do them ourselves, and secondly, the value of the salvage material reclaimed in some of the operations nearly equals the cost to us of the contracts. You can readily see that this is good business for us, as it must be, and a good business arrangement for Goodwill Industries.

“The next point can’t be stressed often enough. This pertains to the tremendous contribution made by these handicapped men and women themselves. Our work involves a relatively high degree of skill and ability, and when we originally started on this program we naturally thought that there would be many limitations on the people who could be employed on our type of work. We soon found that the desire of these people to be useful was a driving force that virtually minimized their disabilities. Today there is no

question in our minds but that almost all types of disability can be gainfully employed on our work. . . .

“The last point is one in which I have a special interest as a member of the board of the Goodwill Industries in Detroit—it concerns the expansion of this contract work with other companies in Michigan. The success of our company’s operation and the quality work turned out by the people involved, is a working testimonial to the mutual benefits derived from this type of business arrangement. I again want to take this opportunity to publicly urge the managements of companies, not only in our area, but throughout the United States, to explore the advantages of utilizing physically handicapped people through Goodwill Industries. . . .

“Again—for my company, my associates, and myself, I thank you from the bottom of my heart for this citation to the Detroit Edison Co.”

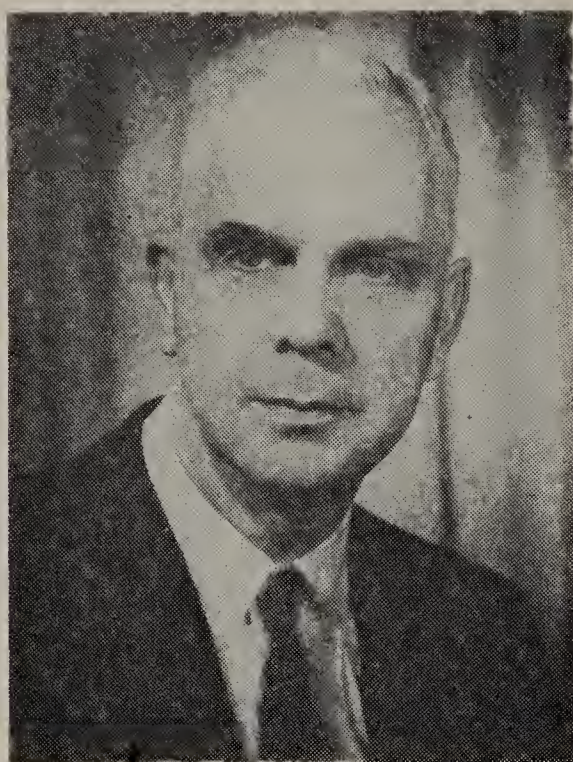
Willis C. Gorthy

(Continued from p. 7)

grams and activities which have been superseded by better ones, and for constantly refining and improving services which have successfully withstood the passage of time.

“We have responsibility for giving to rehabilitation a cohesiveness and effectiveness which can come only from the development of a sound and appropriate management philosophy. We have responsibility for implementing this philosophy with good administrative methods and practices. We have

responsibility for disseminating the tested results of research through teaching programs and for reducing the shortages of professional and technical personnel who are trained to work in harmony with their rehabilitation colleagues. Finally, and most importantly, we have responsibility to make the benefits of research, of teaching and of good management available to ever increasing numbers of handicapped people in facilities which are designed and equipped to do the job.”



Guest Editorial

A Central Source Of Contact

ROGER W. JONES
*Chairman, United States
Civil Service Commission*

TWO YEARS AGO, the U.S. Civil Service Commission called upon heads of Federal agencies to designate coordinators for the placement of the physically handicapped in their agencies. Shortly afterward, an executive-branch policy statement was issued by direction of the President, calling upon agency heads to insure opportunities for the physically handicapped on a realistic basis.

I would like to take this opportunity to pay public tribute to the agencies for the enthusiastic and effective manner in which they have entered into the spirit of the President's directive through the coordinator plan.

The institution of the coordinator plan has met with acceptance as the most important recent step in furtherance of the Federal program of placement of the physically handicapped. Foremost among its immediate advantages is that, in the person of the coordinator, it provides both to the Commission and the handicapped applicant a central source to contact within an agency—someone who is not only in

sympathy with the program of employment of the physically handicapped, but who also knows the agency situation and is prepared to take action.

Coordinators and other agency personnel are already making good use of "Selective Placement," the new guide the Commission has issued to help facilitate placement of workers according to their physical abilities. The way has been shown for agencies to do for themselves the type of job analyses pioneered by Commission medical officers in the forties. Selective placement is, of course, a normal activity within the framework of any industrial or productive enterprise. Placement of the physically handicapped, however, does require a more detailed knowledge of the job and its physical demands and a closer examination into the individual's physical capacities.

Coordinators, through their day-to-day contacts with handicapped individuals, supervisors, rehabilitation agencies, and the Commission are accomplishing a number of things that could hardly have been accomplished

any other way. They are in a position to develop first-hand reports on the performance, attendance, and turnover of handicapped employees. They can personally appraise the effectiveness of placements by making followup checks at intervals on progress of disabled workers after they have been placed on the job. They can sample the attitudes of the handicapped toward their work and the attitudes of supervisors and fellow workers toward disabled employees.

The area in which coordinators can make their most important contribution is in the development, through a continuing internal educational effort, of broad understanding and acceptance of the program by management, line supervisors, and employees. The resistance that still lingers, here and

there, will, I am confident, eventually disappear as people become aware of the work records made by the handicapped once they are accepted on the basis of their abilities. A personnel officer recently told me that the most valuable lesson he had learned since the end of World War II was to increase by at least a third his own estimate of what a physically handicapped person could do. This is a thought to conjure with.

As Associate Member of the President's Committee on Employment of the Physically Handicapped, I will maintain keen interest in the progress of coordinators and agencies in making full use of the abilities of this important segment of our national manpower.

BVA "Employer of the Year"

(Continued from p. 6)

"At a recent photographic convention over 1,000 people toured our plant, visiting every section. The supervisor of our film processing department—one of our most important sections—showed the guests the operation of the department and explained how he selects and trains the personnel. He explained the intricate equipment, the many dials and gages, the chemical metering devices and controls. He demonstrated how the color films are fed into this complex machine and amazed the visiting technicians with the high skill required. Only at the very end of the tour, when he pointed out a specially designed,

electronic thermometer which tells temperature by sound, did the guests realize that he was totally blind.

"We are greatly indebted to all the members of the Veterans Employment Committee of Philadelphia for bringing these fine men to our attention through their monthly bulletins and personal recommendations. Indeed, we have thus acquired the valued help of men whose skills and talents were lying dormant and unused. Furthermore, their courage and great determination are a daily inspiration to all of us.

"While they cannot see, they have shown us the way."

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

International Society Publishes Advice To Handicapped Housewives

THE International Society for the Welfare of Cripples has just produced an interesting publication, "The Physically Handicapped Housewife."

The book is a gold mine of suggestions and advice to housewives with physical disabilities as to how to lead a full and useful life.

Some of the intriguing chapter headings include, "Rehabilitation of the Physically Handicapped Housewife," "Questionnaire Concerning the Problems of Physically Handicapped Housewives," "The Housewife's Work Place—The Home," "Training—An Important Part of Rehabilitation," "Devices for Facilitating Housework," and many others.

The book goes into the work details

on the functional kitchen, the bathroom, the living room, and special equipment which makes homemaking more of a pleasure for women with physical handicaps. How to conduct oneself in the kitchen with arm limitations is given special attention. Special holders for kitchen utensils and silverware are also illustrated. Special useful built-in facilities for housewives in wheelchairs in the home are also discussed.

Printing was made possible by a grant-in-aid from The Gustavus and Louise Pfeiffer Research Foundation. Copies are available at the International Society for the Welfare of Cripples, 701 First Avenue, New York 17, N.Y., price \$1.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

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retary of Commerce; Rudolph F. Bannow, President, National Association of Manufacturers; Gordon M. Freeman, a Vice Chairman of the President's Committee; James A. Brownlow, President, Metal Trades Department, AFL-CIO; Philip McCallum, Administrator, Small Business Administration; Carl Strahle, Steiner & Co., Milford, Del.; Chester A. Troy, Troy's, Inc., Cockeysville, Md.; Aaron N. Solomon, Ace Electronics Associates, Inc., Somerville, Mass.; V. J. Skutt, President, Mutual of Omaha, Omaha, Nebr.; Miss Vivian Acord, Public Information Director, Indiana Association of Mental Health, Indianapolis, Ind.; and Emerson Greenaway, Director, Free Library of Philadelphia, Philadelphia, Pa. James Mack, Executive Secretary of the Washington State Governor's Committee, read the remarks of State Chairman Leo Weisfield who was unavoidably absent.

The final session of the meeting in the Departmental Auditorium con-

cluded with a skit conducted by Allen Saunders, chairman of the newly organized Cartoonists Committee, who is author of the "Mary Worth" and "Steve Roper" comic strips. He was ably supported by Al Capp, creator of "Li'l Abner," and Charles Werner, Pulitzer Prize editorial cartoonist, Indianapolis Star, Indianapolis, Ind. The group was introduced by James M. Newmyer, cochairman, Public Information Committee, Washington, D.C.

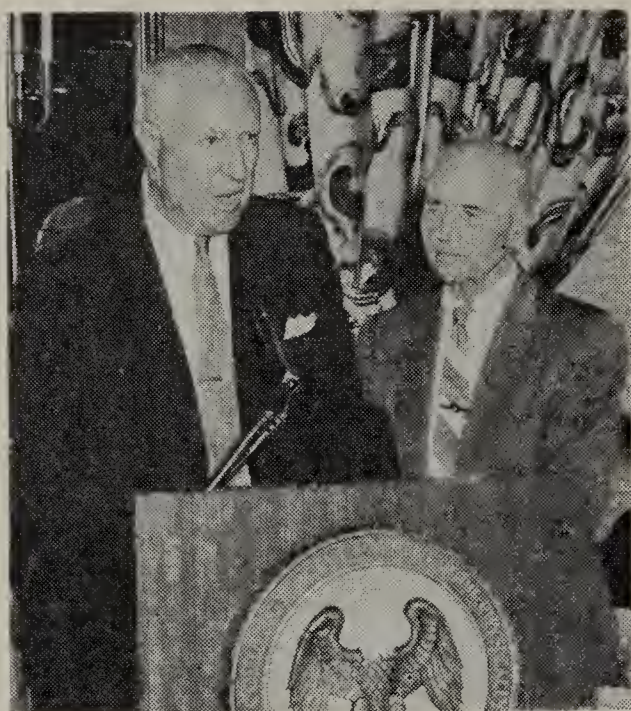
The annual international luncheon was held Friday, noon, in the Grand Ballroom of the Willard Hotel. Mrs. Raymond Clapper, Assistant Executive Director of CARE Internationally, Washington, D.C., was Mistress of Ceremonies. Principal speakers were Miss Mary E. Switzer, Director of the Office of Vocational Rehabilitation of the Department of Health, Education, and Welfare, and Miss Jayne Shover, Associate Director, National Society for Crippled Children and Adults, Inc., Chicago, Ill.

**Waldo Stephens,
Chairman, Oklahoma
Governor's Committee.**

**Rudolph F. Bannow,
President, NAM.**

**James A. Brownlow,
President, Metal Trades
Department, AFL-CIO.**





John Woodbridge and General Maas.

The luncheon was entertained by television celebrity, Steve Lawrence, accompanied by the U.S. Army Band Combo. During the luncheon, General Maas presented a Citation for Meritorious Service to Pan American World Airways for its program of hiring the handicapped and sponsorship of the wheelchair basketball team, Pan Am Jets. PAA Comptroller, John Woodbridge, accepted the award. Junius Kellogg, former nationally known basketball star, now in a wheelchair and famous for coaching the Pan Am Jets, was at the speaker's table.

There was much comment from the delegates representing the State Governors' and Community Committees on the Handicapped as to the variety, interest, and life injected into the 1960 meeting. A record registration indi-

Emerson Greenaway (left), Director, Free Library of Philadelphia and Chairman of the Library Committee, with General Maas.

cated that the cause of the handicapped worker is being championed by more and more people throughout the Nation.

A eulogy to the late Vice Adm. Ross T McIntire, first Chairman of the President's Committee, was delivered by Mr. Gammons during the morning session. Admiral McIntire died December 8, 1959, from a heart attack.

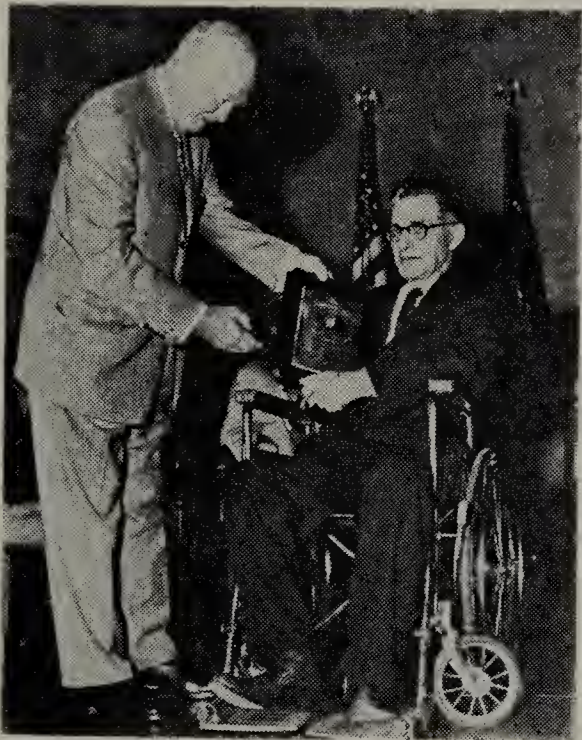
Roy Johnson, American National Red Cross, Washington, D.C., called the roll of States during the opening proceedings.

Rabbi Harry J. Kaufman, Beth Sholom Congregation and Talmud Torah, Washington, D.C., gave the invocation the first morning. Rev. John Graham, minister of Lewinsville Presbyterian Church, McLean, Va., gave the invocation at the annual luncheon and the benediction was delivered by Rear Adm. George A. Rosso (ChC) USN, Chief of Chaplains. Music for the first day was provided by the U.S. Marine Band, conducted by Lt. Col. Albert Schoepper, director, and on the second day by the Headquarters Command Air Force Band, conducted by Lt. James L. Johnson.



Hugo Deffner, Handicapped American of 1957, Dies

HUGO DEFFNER, recipient of the President's Trophy as Handicapped American of 1957, and a crusader for years to promote easier access to public buildings, died in his home town of Oklahoma City, Okla., recently, following a stroke. He was 71 years old.



This photograph was taken at the time President Eisenhower presented the President's Trophy to Hugo Deffner.

Mr. Deffner, an Oklahoma insurance agent, was given the Trophy for his unflagging campaign to make every building used by the public accessible to persons unable to climb stairs, and for his many other community contributions. He often referred to stairways at building entrances as "built-in blockades for the handicapped."

Mr. Deffner was stricken with polio and crippled when he was 20 years old. He used crutches until a few years ago when he sustained a shoulder injury which put him in a wheelchair. Shortly after the accident, he began his singlehanded campaign against steps. Primarily due to his efforts, the downtown YMCA building in Oklahoma City, the new library, Northwest High School, and St. Luke's Methodist Church, of which Deffner was a member, were constructed with street-level entrances.

When he came to Washington to accept his award, Mr. Deffner carried his one-man crusade with him. As a result, the President's Committee is working with the American Standards Association and many other national organizations to set up construction standards which would make public buildings and their facilities accessible to people in wheelchairs and those who walk with canes and crutches.

Often these people find it impossible to get up and down stairs, through revolving doors and up or down in self-service elevators, use phone booths, rest room facilities, and drinking fountains.

The American Standards Association is the national coordinating body for standardization in the United States. It provides the means of setting up American standards and represents this country in international standards work.

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Vice President Nixon with Dwight D. Guilfoil, Jr., "Handicapped American of the Year," Mrs. Guilfoil, and their seven children.

Mark Bortman (left), Chairman of Chairmen, People-to-People Program, receives citation from General Maas at international luncheon, for his outstanding personal contribution to international good will as a vocal spokesman for the President's People-to-People Program.



Gordon M. Freeman, a Vice Chairman of the President's Committee and International President of the International Brotherhood of Electrical Workers, presents Gail Marie Chadwell, national first-place winner of the Essay Contest, with a billfold set as a gift from the AFL-CIO. Each of the State Essay Contest winners received a similar gift.

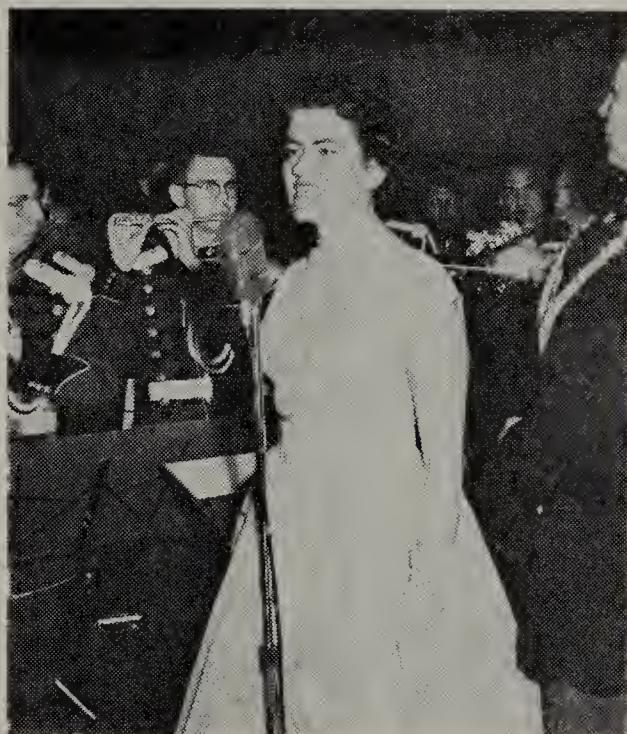
Meeting Highlights

of program and many new featured this year's meet-camera's eye caught many eidents. Pictured here are of the highlights.

Steve Lawrence, famed television and recording star, sings for delegates at the international luncheon.



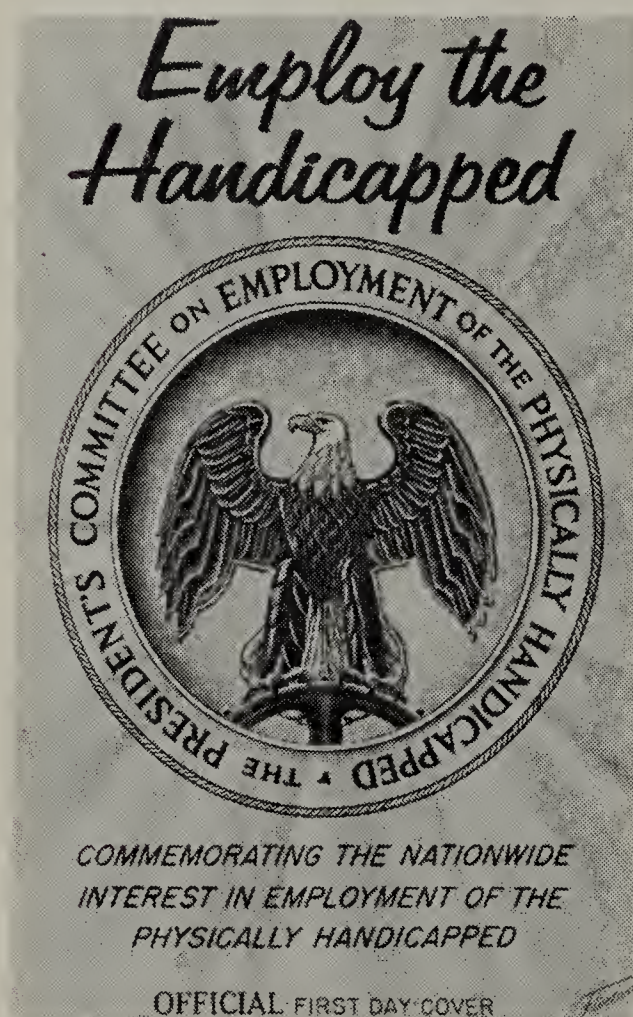
Miss Betty Murby, who sang the "Star-Spangled Banner" at the opening session, is a blind secretary for the Bureau for the Blind, Department of Social Welfare, Providence, R.I. The U.S. Marine Band, conducted by Lt. Col. Albert Schoepper, director (right), provided the accompaniment for Miss Murby as well as the musical program.



Al Capp, famous cartoonist, was master of ceremonies at the luncheon sponsored by the AFL-CIO for all of the Essay Contest winners. Among those seated at the head table are, left to right: Earl Gammons, former Vice Chairman of the President's Committee; Gail Marie Chadwell, national first-place winner; Mrs. Stephen J. Nicholas (standing), chairman of the Essay Contest Committee; Signe Hasso, celebrated actress; Mr. Capp; and General Maas.



First Day Covers To Feature "Hire the Handicapped"



IN CONNECTION with the "Employ the Handicapped" commemorative stamp to be released by the Post Office August 28, at the Waldorf-Astoria Hotel in New York City, the opening day of the Eighth World Congress of the International Society for the Welfare of Cripples, an "Official First-Day Cover" has been prepared by the Fleet-

wood Cover Service, Pleasantville, N.Y., and approved by the President's Committee.

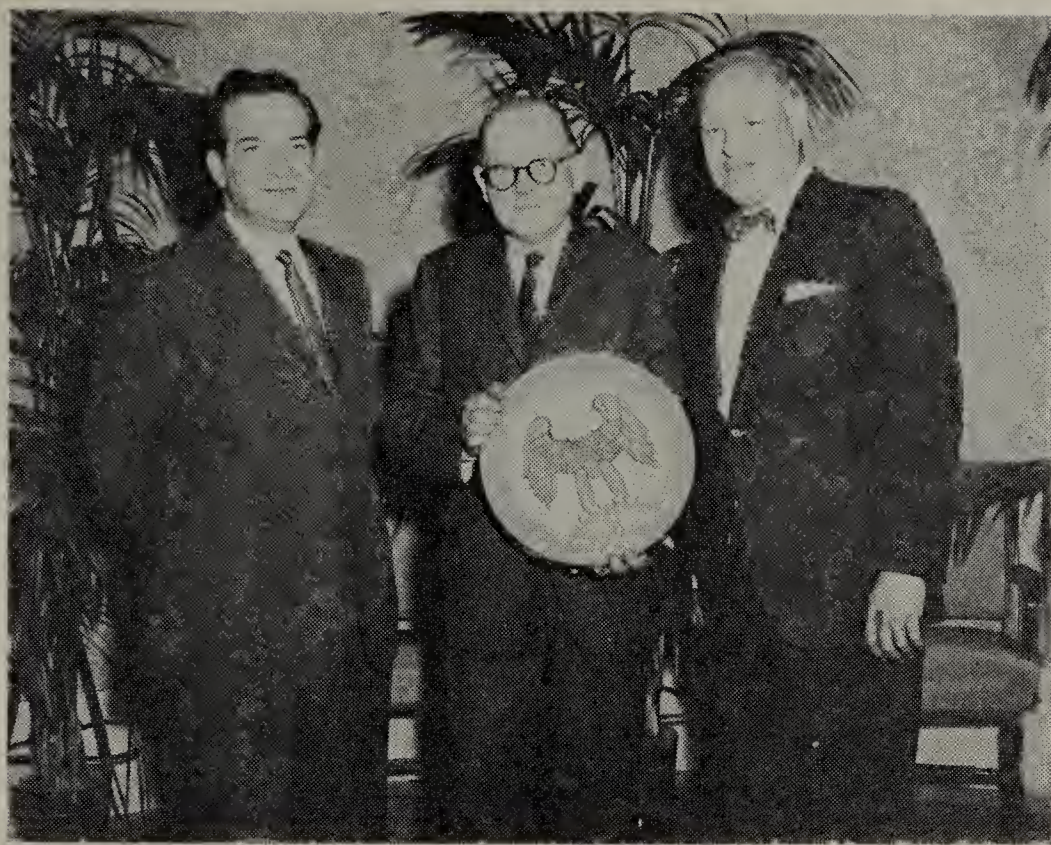
The design chosen from artwork submitted is featured left and will be on all first-day cachets distributed by the Committee and by Fleetwood. Other companies will have other original covers.

Members of the President's Committee and cooperating Governors' Committees may order first-day covers either from Fleetwood or from the company of their choice. Mr. E. Milnor Peck, Fleetwood's president, has announced that single covers will cost 25 cents, or five for \$1 including stamps and handling. The singles will be addressed by Fleetwood. Envelopes with the official design but without stamps will cost 4 for 25 cents, 20 for \$1, 100 for \$4, and 1,000 for \$32.

Those ordering large quantities of the first-day envelopes may then address them and return them to Fleetwood, which will service them for an extra charge of 5 cents per cover (including the 4-cent stamp). The service includes affixing the stamp and arranging for cancellation and mailing.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

ARTICLES MAY BE REPRINTED WITH OR WITHOUT CREDIT. PHOTOS ARE AVAILABLE UPON REQUEST; GIVE CREDIT WHEN INDICATED.



Left to right: Al Capp, Allen Saunders, and Charles Werner.

Nation's Top Cartoonists Enthrall Meeting

A NOVEL innovation climaxed the second day of the annual meeting in Washington. Three of the Nation's top cartoonists entertained a large audience with humorous comment and fast-drawn cartoons to embellish their part of the program.

Luminaries, including Al Capp, "Li'l Abner"; Allen Saunders, "Mary Worth" and "Steve Roper"; and Charles Werner, Pulitzer Prize-winning editorial cartoonist, sent the gathering into gales of laughter with their quick, pungent draftsmanship.

Mr. Saunders, who is chairman of the newly organized Cartoonists Committee, acted as master of ceremonies after an introduction by James M. Newmyer, cochairman of the Public Information Committee. Each cartoonist selected his own subject and worked on



James M. Newmyer

the major theme that hiring the handicapped is good business.

The Cartoonists Committee plans a major effort in the national program of NEPH Week 1960. After the performance, scores of the delegates crowded to the stage for autographs.



Miss Mary E. Switzer.



Mrs. Raymond Clapper.



Miss Jayne Shover.

Women Take Spotlight at Annual Luncheon

IT WAS definitely ladies' day at the international luncheon held the second day of the annual meeting. Three exceptionally able lady speakers took the spotlight.

Mrs. Raymond Clapper, Assistant Executive Director of CARE Internationally, Washington, D.C., was Mistress of Ceremonies. Miss Jayne Shover, Associate Director of the National Society for Crippled Children

and Adults, Inc., outlined plans for the Eighth World Congress of the International Society for the Welfare of Cripples; and Miss Mary E. Switzer, President-elect of the National Rehabilitation Association and Director of the Office of Vocational Rehabilitation, Washington, D.C., outlined present and future horizons in international rehabilitation.

\$5,000 Offered for Better Wheelchair

AN INVENTOR who can devise a revolutionary wheelchair to make it easier for physically handicapped people to ascend stairs in buildings can win himself a \$5,000 prize. Secretary of Commerce Frederick H. Mueller, speaking for the National Inventors Council in the Department of Commerce, and Melvin J. Maas, Chairman of the President's Committee, recently announced the novel competition.

"This wheelchair will have to be quite a radical development," a spokesman said, "but, if it can be developed, many more physically handicapped

people can be employed. Some firms are reluctant to hire capable persons dependent on wheelchairs because of the difficulty of bringing the chairs into and out of the industrial space.

The chair must meet the following requirements: maximum weight of occupant—200 pounds; approximate weight of chair—50-75 pounds; it must be designed so it may be folded by the user and stored in the interior of an automobile. It also should be capable of negotiating any stairs with average height risers and variable

(Continued on p. 13)

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Performance

THE STORY OF THE HANDICAPPED

*Cut a bigger SLICE this year
for the HANDICAPPED!*

OCTOBER

4th - 10th

NEDH WEEK



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UNIVERSITY OF ILLINOIS

The President's Committee on Employment
of the Physically Handicapped

OCTOBER 1959



Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment
of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Earl Bunting, Gordon M. Freeman
Vice Chairmen

William P. McCahill
Executive Secretary

Vol. X, No. 4

October 1959

Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

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Cover Photo by John J. Kennelly, Chief, Division of Visual Services, U.S. Department of Labor

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Photo Credits: Department of State

Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Civil and Defense Mobilization, and the Administrator of the General Services Administration.

Use of funds for printing this publication
has been approved by the Director of the
Bureau of the Budget, June 11, 1959

President's Committee Staff Covers Country During NEPH Week

EDITOR'S NOTE: *Because of the usual GPO printing deadlines PERFORMANCE will not be able to carry full particulars of the 1959 NEPH Week observance until the November and December issues.*

AS HAS been customary for the past 12 years, the staff of the President's Committee covered virtually every State in the Union in the days just preceding and during NEPH Week 1959. Staff members were assigned sections of the country so that Governors' and Community Committees might use them for television and radio as well as luncheon club and speaking engagements.

Maj. Gen. Melvin J. Mass, Chairman of the President's Committee, has, in past years, visited every State and Territory. During the 1959 NEPH Week observance he made personal appearances in several communities and devoted much time to appearances on radio and television.

Deputy Executive Secretary K. Vernon Banta participated in meetings and television and radio appearances in Rhode Island, Massachusetts, Mississippi, Georgia, New York, Pennsylvania, and New Jersey.

Vincent P. Hippolitus, Director of Field Operations, addressed gatherings in North Dakota, South Dakota, Nebraska, Kansas, Iowa, and Minnesota.

Liaison Officer Thomas R. Greening's schedule included visits to Montana, New Mexico, Utah, Colorado, Oklahoma, Texas, Arkansas, Louisiana, Wyoming, and California.

Lawrence T. Burdick, Assistant Director of Information, covered the States of Oregon, Washington, California, Idaho, Nevada, Arizona, Wisconsin, and Illinois.

As the staff members toured the Nation they enjoyed the complete support of Governors in the respective States as well as Governors' and Community Committees.

When all reports are received, it is expected that the support of the program by the broadcasting industry will exceed all previous years. It has been estimated that the time accorded the hire-the-handicapped message by the broadcasting industry in NEPH Week 1958, alone, was in excess of \$3,000,000.

Hundreds of local chapters and groups of voluntary organizations dedicated to the hire-the-handicapped program also did a tremendous job in making NEPH Week 1959 outstanding in communities all over the country.

In addition to these efforts, the Public Employment Services of the States and State Rehabilitation Agencies went all out again to emphasize the desirability of providing employment for qualified handicapped workers.

BY THE PRESIDENT OF THE UNITED STATES OF AMERICA

A PROCLAMATION

WHEREAS the employment of physically handicapped workers has materially increased in 1959 as compared with 1958; and

WHEREAS there is every indication that the coming year will show a continuing increase in economic activity and, therefore, a proportionate increase in the demand for qualified workers who have overcome their physical handicaps; and

WHEREAS the expanding national program to develop maximum employment opportunities for the physically handicapped is continuing to attract the interest of additional thousands of dedicated volunteers in national, State, and community committees who are working wholeheartedly with public and private agencies for the rehabilitation and employment of handicapped persons; and

WHEREAS there is an increasing awareness among employers, fellow employees, and the public of the abilities of handicapped men and women as skilled, stable, and efficient workers; and

WHEREAS the Congress, by a joint resolution approved August 11, 1945 (59 Stat. 530), designated the first week in October of each year as National Employ the Physically Handicapped Week:

NOW, THEREFORE, I, DWIGHT D. EISENHOWER, President of the United States of America, do call upon the people of our Nation to observe the week beginning October 4, 1959, as National Employ the Physically Handicapped Week. I also urge our citizens to remember, throughout the year, that by their interest and efforts many handicapped persons can be assisted to economic independence and active participation in a productive way of life.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the Seal of the United States of America to be affixed.

DONE at the City of Washington this eighth day of September in the year of our Lord nineteen hundred and fifty-nine, and of the Independence of the United States of America the one hundred and eighty-fourth.

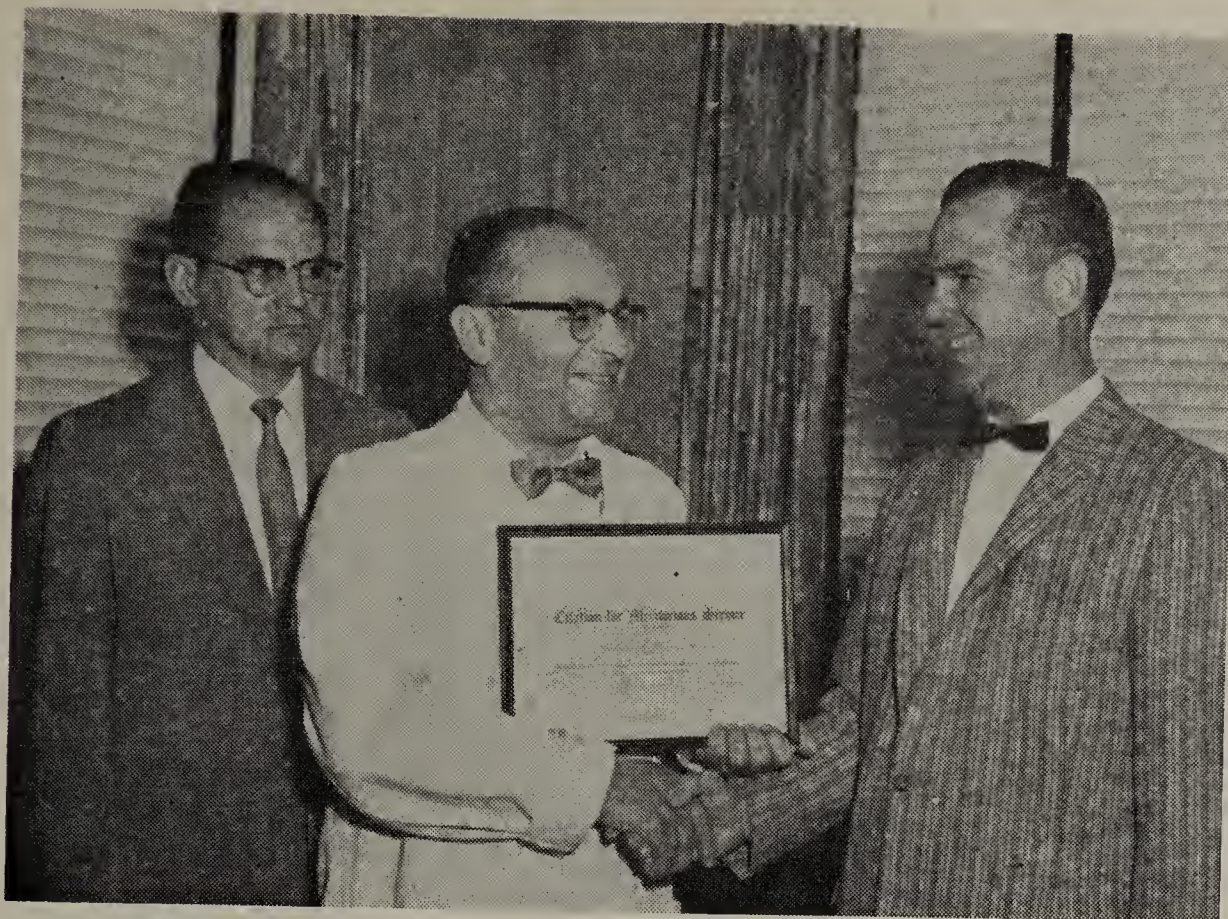


Dwight D. Eisenhower

By the President:

DOUGLAS DILLON,

Acting Secretary of State



Planning and Action in Detroit

By Albert Covert

Supervisor, Handicapped Placement Office
Michigan Employment Security Commission

A "PRESIDENTIAL CITATION" awarded to the Lipshaw Manufacturing Co. of Detroit highlighted a dinner sponsored by the Southeastern Michigan Council of the Handicapped. This meeting initiated plans for the development of a more effective NEPH Week this fall, and a continued year-round program for the entire Metropolitan Detroit Area in the future.

Michigan's Lieutenant Governor Swainson, a double amputee who has proved a physical handicap is no deterrent to success, presented the citation to J. Lipshaw for the Governor's Commission on Employment of the Physically Handicapped. In accepting the award Mr. Lipshaw stated that his

handicapped employees were efficient and capable, but above all, they were his most loyal employees.

This manufacturer has recruited with excellent results handicapped workers from the Handicapped Placement Office, Michigan Employment Security Commission, and utilizes these workers in machine operations, maintenance and clerical areas.

Mr. Lipshaw is shown being congratulated by Stanley Turon (right), Selective Placement Interviewer, MESC, as A. W. Potters, Executive Secretary, Governor's Commission on Employment of the Physically Handicapped for Michigan, looks on.

JOINT STATEMENT 1959

By Associate Members

WE, THE ASSOCIATE MEMBERS of the President's Committee on Employment of the Physically Handicapped hereby reaffirm our support of the principle that employment, promotion, and retention, in the Federal Service should be based on ability with equal opportunity for the handicapped and able-bodied.

Recognizing that our Nation must maintain its position of world leadership through the maximum utilization of its resources, especially its most valuable human resources, we heartily endorse the utilization of the qualified physically handicapped and mentally restored to the fullest limits of their capabilities and commend those organizations and individual employers adhering to the tenet of equal opportunity for all. We further endorse the retention, wherever a suitable job assignment can be made available, of workers who become disabled by accident or illness.

The policy of hiring the handicapped has humanitarian aspects, for it does enable the handicapped to achieve and maintain their dignity while attaining a degree of self-sufficiency in our society. More important, however, is the philosophy that ability and not disability should be the criterion. That this doctrine is gaining wider acceptance at all levels, both in and out of government, is encouraging, for our Nation must always concern itself with the right of free citizens to achieve their greatest measure of economic opportunity.

We are proud to join with the President of the United States and with his Committee in again calling to the attention of the Nation that the Federal Government knows with certainty that it is good business to hire the handicapped.

Signed:

CHRISTIAN A. HERTER, *Secretary of State.*

ROBERT B. ANDERSON, *Secretary of the Treasury.*

NEIL M. McELROY, *Secretary of Defense.*

WILLIAM PIERCE ROGERS, *Attorney General.*

ARTHUR E. SUMMERFIELD, *Postmaster General.*

FRED A. SEATON, *Secretary of the Interior.*

EZRA TAFT BENSON, *Secretary of Agriculture.*

FREDERICK H. MUELLER, *Secretary of Commerce.*

JAMES P. MITCHELL, *Secretary of Labor.*

ARTHUR S. FLEMMING, *Secretary of Health, Education, and Welfare.*

SUMNER G. WHITTIER, *Administrator of Veterans' Affairs.*

ROGER W. JONES, *Chairman, Civil Service Commission.*

LEO A. HOEGH, *Director, Office of Civil and Defense Mobilization.*

FRANKLIN G. FLOETE, *Administrator of the General Services Administration.*

NAM Issues Annual Letter To Members on NEPH Week

EDITOR'S NOTE: *One of the staunchest supporters of the hire-the-handicapped program throughout the years has been the National Association of Manufacturers.*

Each year all members of the NAM are urged to redouble their efforts to broaden the avenues of job opportunity for the handicapped. We print below the 1959 message from Stanley C. Hope, President.

THE PRESIDENT of the United States has announced the 15th annual observance of "National Employ the Physically Handicapped Week" for October 4-10, 1959. This announcement reminds us again of industry's pledge to provide increased opportunities for the physically handicapped. This pledge stands as a challenge to management and a testimony to the outstanding record of progress it has made in the past 15 years in providing jobs for the handicapped.

Once again the records of the public employment offices indicate a new high,—a 25 percent increase in handicapped placements during the first half of this year over the same period in 1958.

The records of the disabled, properly placed in suitable jobs, indeed justify the confidence management has placed in them. They have done more than their share—not only in helping themselves and their dependents, but in helping sustain the Nation's economic strength. Today industry seeks the handicapped.

Knowing that you feel as I do about this problem, I urge you to use National Employ the Physically Handicapped Week, October 4-10, 1959, to search out additional job opportunities in your plants and offices for the physically handicapped. At the same time let your community know why you believe it is good business to hire the handicapped.

"Employ the Handicapped" Stamp

POSTMASTER GENERAL Arthur E. Summerfield has announced plans to issue a commemorative stamp in 1960 with the theme, "Employ the Physically Handicapped." The stamp will be issued on August 28, 1960, in New York City in conjunction with the Eighth World Congress of the International Society for the Welfare of Cripples. The President of the United

States serves as Honorary President of the Congress.

Maj. Gen. Melvin J. Maas, USMCR Ret., Chairman of the President's Committee, and other members will participate in the Congress. Meetings will be held in the Waldorf-Astoria Hotel in New York, where a postal station will be established on August 28 to sell stamps and service first-day covers.



GIANT BILLBOARD

DOMINATING the Northern Virginia skyline again this summer has been this new and colorful message on the side of The Hecht Co. store in Arlington, Va., urging employment of the handicapped.

The message is 350 feet long and more than 50 feet high, and was on display throughout the months of July and August. Harry E. Hinken, Chairman of the Arlington Committee on Employment of the Physically Handicapped, and himself a successful businessman who has had to overcome a severe physical handicap, called it the largest sign of its kind in the world, with each letter 14 feet high. The sign read: "Build a Better America. Employ the Handicapped."

This is the second consecutive year that The Hecht Co. has featured a

message on the handicapped. Hinken's committee recommended The Hecht Co. for the President's Committee Citation for Meritorious Service. He said the recommendation had been approved by both Governor Almond's State Committee in Richmond and by the President's Committee in Washington. On September 3 the Arlington NEPH Committee accepted an invitation from the Host Lions Club of Arlington to have Chairman Hinken make the presentation to Robert Levi, President of The Hecht Co., in luncheon ceremonies October 6 at the new clubhouse of the Washington Golf and Country Club in Arlington. The Lions Clubs were pioneers in national programs for rehabilitation and employment of the blind. This is their major service program.

During 1960, PERFORMANCE would like to print many human interest features from all the States concerning special NEPH Week observances. If your State or community committee accomplished something unusual, send us a story and picture. We will use as much of this material as possible.

Oklahoma Offers 10 Prizes, Scholarships

INTEREST in the National Essay Contest in Oklahoma should increase tremendously this year as the Governor's Committee has arranged for 10 cash prizes totaling \$1,000 and a 2-year scholarship including tuition and fees to each of the 10 winners.

Another attraction of the Oklahoma contest in 1960 will be an all expense paid trip to Washington, D.C., for the teacher of the winner of the first prize in the State. This prize is sponsored by the Oklahoma State Medical Association. In addition, the school and teacher of the first-place winner will receive a special award, sponsored by Goodwill Industries of Oklahoma City.

Sponsors of Prizes

FIRST—\$200 U.S. savings bond sponsored by Oklahoma Association of Insurance Agents

Expense-paid trip to Washington, D.C., sponsored by Oklahoma AFL-CIO

SECOND—\$150 U.S. savings bond sponsored by Tinker Air Force Administrative Club

THIRD—\$125 U.S. savings bond sponsored by Disabled American Veterans of Oklahoma

FOURTH—\$125 U.S. savings bond sponsored by Amvets of Oklahoma

FIFTH—\$100 U.S. savings bond sponsored by American Legion of Oklahoma

SIXTH—\$100 U.S. savings bond sponsored by Associated Industries of Oklahoma

SEVENTH—\$50 U.S. savings bond sponsored by Veterans of Foreign Wars of Oklahoma

EIGHTH—\$50 U.S. savings bond sponsored by The Oklahoma Federation of B&PW Club

NINTH—\$50 U.S. savings bond sponsored by the Oklahoma Press Association

TENTH—\$50 U.S. savings bond sponsored by the Oklahoma Rehabilitation Association

Donors of Scholarships

College requirements must be met. Numerical winners have first choice in preference of scholarships to the following:

Southeastern State College, Durant; University of Oklahoma, Norman; Oklahoma State University, Stillwater; Langston University, Langston; Southwestern State College, Weatherford; Northeastern State College, Tahlequah; Northwestern State College, Alva; Central State College, Edmond; East Central State College, Ada; Oklahoma Technical Training College, Okmulgee; Eastern State Agricultural College, Wilburton; Conners State Agricultural College, Warner; Cameron State Agricultural College, Lawton; Oklahoma College For Women, Chickasha; Panhandle A&M College, Goodwell; Oklahoma Military Academy, Claremore; Tulsa University (scholarship valued at \$225), Tulsa.

Congressional Record Notes Near Miracles Performed by Polio Victim

Editor's Note: Performance reprints for its readers recent remarks by Ralph Yarborough, Senator, Texas, in the Congressional Record which gives a clear indication of what can be accomplished by one person in overcoming physical handicap. We believe our readers will find the story most inspiring.

MR. PRESIDENT, once a year, a week is set aside for recognition of the broad strides made by the physically handicapped people of this Nation.

I believe this recognition should come more often. The things being done in America today by handicapped persons often constitute near-miracles.

For example, there is Bill Monroe, a student at Southwestern Baptist Theological Seminary in Fort Worth, Tex.

When I say broad strides made by handicapped persons, this has particular meaning for Bill. He was stricken with polio in 1952 while serving with the Air Force in Korea.

Although doctors told him he would never walk again, he has proved them

wrong. Today he carries 18 semester hours of classroom work toward a bachelor of divinity degree. He has a part-time job as a minister on week-ends. In addition, he has opened a book store in Fort Worth. He travels with Baptist youth revivals about 3 months each summer. He was an all-A student while getting a master of arts degree from Baylor University. He is also the father of two young children.

This young man's faith and courage can serve as an excellent example not only to other physically handicapped persons but to all of us.

Mr. President, as special recognition of these fine accomplishments of Bill Monroe and his family, and as a salute to the other physically handicapped persons of our Nation who are establishing such wonderful records, I ask unanimous consent to have printed in the Appendix of the *Record* an article which was published in the *Fort Worth Star-Telegram* for Sunday, February 22, 1959, under the heading "Polio Victim Kept Busy by Schedule."

There being no objection, the article was ordered to be printed in the *Record*, as follows:

Polio Victim Kept Busy by Schedule

Bill Monroe, busy student and father, is proving a crutch is something to lean on physically, not mentally.

A first-year student at Southwestern Baptist Theological Seminary, Monroe is a polio victim. But he has overcome the crippling disease, propelling himself from a wheelchair into a full life.

He was stricken while in the Air Force in Korea in 1952. Military doctors told him he would never walk again. But time and determination have proved the experts wrong.

Monroe has a schedule that might turn a business executive's hair white. He is carrying 18 semester hours of

classroom work. His aim is a bachelor of divinity degree. On weekends he preaches on a part-time basis. His latest venture is a bookstore at 1710 Gambrell, near the seminary, where he will sell books to students. Each summer he travels the State from 12 to 14 weeks, working in Baptist youth revivals.

Monroe and his wife, Patti, attended Baylor together in 1953. He was graduated in 1956.

"She got a little behind because she took time out to have two babies," Monroe said. The youngsters are a son, Cam, 2, and a daughter, Cathy, 4.

Monroe also earned a master of arts degree at Baylor, completing the work in 1958. He was an all-A student at Baylor, and is maintaining the high level at the seminary.

Monroe, a native of Omaha, Nebr., appeared on the nationwide Quiz Kids program in 1943. During the Korean war, Monroe served as a radio operator on an air troop carrier.

He explained that he became a Christian in a military hospital in Japan.

"I was so weak I couldn't hold up a magazine. But I was able to read a New Testament that a chaplain had given to me. He told me that I could find the answer to my problems in the Bible. I accepted Christ right there in the hospital."

Monroe went through Baylor in a wheelchair. In 1955 he began standing to preach. Now he can climb stairs without handrails. He averages about 120 bowling from his wheelchair.

"The Lord is the limit as to how far I can go," Monroe said.

PRESIDENT'S COMMITTEE MEMBER'S CREED

I BELIEVE

That the physically handicapped should be given equal opportunity to choose and prepare for occupations commensurate with their physical abilities and their potentialities for learning and acquiring skills.

That the physically handicapped should be given equal opportunity with others similarly qualified, in selection, appointment, and advancement in employment.

I PLEDGE

My best efforts in following these principles in my own employment practices;

My support of practical programs designed to achieve the foregoing principles;

My assistance in every feasible way to acquaint the public generally and employers specifically with these principles.

Dr. Frank Krusen Goes to OVR

EDITOR'S NOTE: PERFORMANCE *noted the following article with great interest. Dr. Krusen was the winner of the President's Committee's Physician's Award in 1953 for his outstanding contribution to the welfare and employment of the Nation's physically handicapped men and women. He is lending his talents to the work of the President's Committee, particularly to the special program of the Medical Committee.*

APPPOINTMENT of Dr. Frank H. Krusen, founder and Senior Consultant of the Mayo Clinic's Section of Physical Medicine at Rochester, Minn., to assist in launching a strengthened program of medical rehabilitation in the Office of Vocational Rehabilitation was announced by Miss Mary E. Switzer, Director of OVR.

Dr. Krusen will serve for 3 months, beginning September 16, as Special Assistant to Miss Switzer for Health and Medical Affairs. He will be on leave

from Mayo's Clinic and from the Mayo Foundation Graduate School at the University of Minnesota.

Dr. Krusen will work closely with Miss Switzer and with the new Assistant Director of OVR for Medical Activities, Dr. R. D. Wright of the U.S. Public Health Service.

Some of Dr. Krusen's specific duties will be to advise the OVR Director on long-range medical programs, policies and plans related to the current and expanding rehabilitation programs for disabled people and to work with leading medical groups in interpreting the program objectives of the national vocational rehabilitation system.

He will maintain liaison with Congress on rehabilitation matters and work toward promotion of a coordinated approach to rehabilitation with national and international voluntary agencies that have interests related to medical rehabilitation.

Committee for the Handicapped Gives Shelves to Greece, Israel

AT THE Mediterranean Conference on Rehabilitation, sponsored by the International Society for the Welfare of Cripples in June, a Rehabilitation Bookshelf was given to the Hellenic Society for Crippled Children represented by its president, Mrs. Nelly Micrulachi, and another was given to the Israeli National Council for Rehabilitation of the Disabled, represented by Mr. A. Fink.

Mr. Donald V. Wilson, Secretary-

General of the International Society also represented the People-to-People's Committee for the Handicapped at the presentations and the actual presentations were made by Robert Linder, Chief of the CARE Mission, Athens, Greece. The three organizations cooperate in the Rehabilitation Bookshelf project which provides up-to-date technical books and other materials of value to doctors, technicians and therapists in world rehabilitation efforts.

Loss of Sight No Handicap To New York Publisher

THE story of Lester Schlesinger, publisher of the South Shore Record, Hewlett, N.Y., should be an inspiration to any person with a physical impairment.

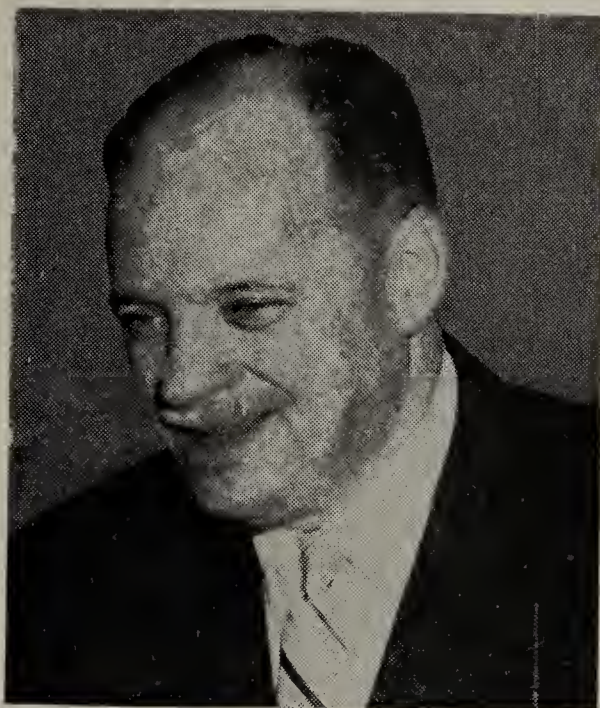
One of Mr. Schlesinger's most admirable traits is his aversion to personal publicity. He seems to accept his tremendous accomplishments in overcoming a serious handicap as normal events in life's journey.

In 1952, after 35 years as an outstanding newspaperman, Mr. Schlesinger was stricken with a hemorrhage and became totally blind.

In the immediate period of adjustment following the loss of sight, he called on the Lighthouse, New York Association for the Blind, for advice. They urged him to remain in the newspaper business. It was not long before his fertile brain hatched up the idea of establishing a weekly newspaper in the Five Towns area where he had spent the greater part of his life.

Accordingly, on October 15, 1953, with his son, Elwood, Mr. Schlesinger established the South Shore Record serving Lawrence, Cedarhurst, Inwood, Woodmere, and Hewlett. Offices were opened at Woodmere. The paper started out from scratch, originally, mailing out 10,000 free newspapers and working feverishly to gain enough paid circulation to get a second-class mail permit. From this modest beginning, the South Shore Record has developed into a leading civic force in the community with a paid circulation of 5,083.

In October of last year the Record published its fifth anniversary edition.



Lester Schlesinger

For its many civic activities in promoting community welfare, the Record has been commended by the Community Chest, the Kiwanis Club, the Girl Scouts of America, and Israel.

During the years of his blindness, Mr. Schlesinger has devoted much time to helping other handicapped people get adjusted to life. He has often printed stories on successful efforts by impaired persons to rise above their handicaps and has been a continuous supporter of the activities of the Lighthouse which helped him through the first months of his own reversal. Mr. Schlesinger has personally participated in fund-raising campaigns of the Lighthouse, New York Association for the Blind; the Industrial Home for the Blind; and the New York Institute for the Education of the Blind.

Aircraft Carrier Crew "Adopts" Palsy Victim

A YOUNG lady, victim of cerebral palsy, happily awaits the periodic return of a Navy ship to the United States. She has been adopted by that ship as a special friend.

It all began with the aircraft carrier *Princeton* when her crew decided to help support the Cerebral Palsy Foundation. Ever since the ship returned from her first Korean combat cruise in August 1951, and her crew named Miss Janie Taylor, the young CP victim, as their "homecoming queen," the officers and men have been contributing funds to fight the crippling disease. To date, they have donated more than \$31,000 to fight cerebral palsy. This is in addition to a \$5,100 trust fund they set up for Janie in 1951.

In 1956, the CP Foundation acquired a building at 851 South 35th Street, in San Diego, Calif. In conjunction with the local United Success Fund Drive, they opened a center there to provide day care for young cerebral palsy victims and a workshop space for crippled adults. They named it the Princeton Center, and mounted a plaque which reads, "In honor of U.S.S. *Princeton*, dedicated this 26th of August 1956, to the service of children and adults with cerebral palsy."

Much of the *Princeton's* \$31,000 has gone for the center's equipment and daily operating expenses. Not too long ago, however, the day care center was under the imminent threat of losing the *Princeton's* support. The young lady was in danger of losing the

sponsorship of her thousands of sea-going friends. Those working at the Princeton Center, of course, had every hope that the *Princeton's* generous contributions would continue.

The threat came late last year when plans were announced from Washington to banish the support carrier to the mothball fleet. Suddenly, it looked as if the Princeton Center would have to find a new means of support if it wanted to continue a full program. It also seemed that Janie Taylor would lose the help and support of approximately 3,000 officers and men who have become her close friends.

That was in December of last year. And when word arrived one day in April of a change in plans, a sigh of relief was heard all over the United States.

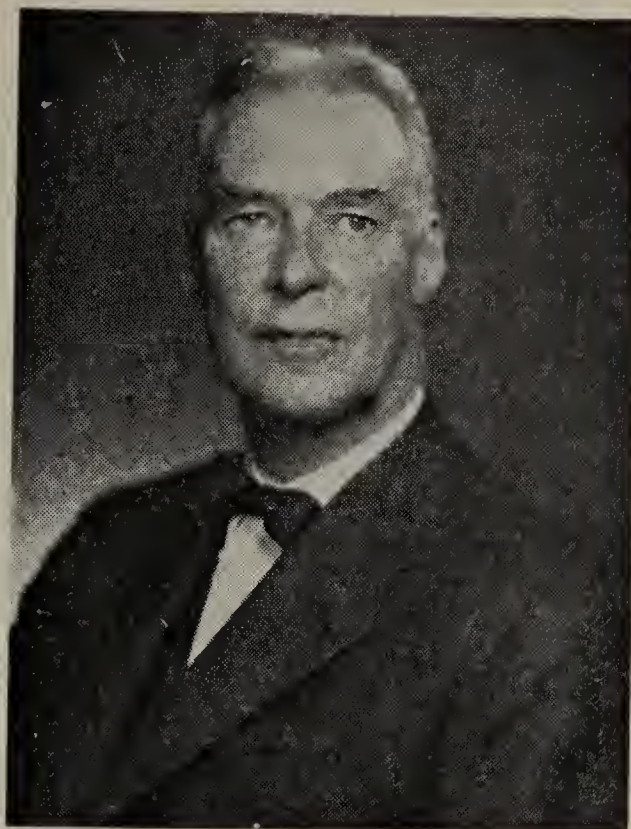
From Washington, information came that instead of joining the mothball fleet, support carrier *Princeton* was to be given a new job. Effective March 2, 1959, she was redesignated as the amphibious assault ship *Princeton* (1ph-5). She would remain on active duty.

Today, the Princeton Center stands on South 35th Street in San Diego, and hundreds of young cerebral palsy victims receive daily care, thanks in a large part to the *Princeton*.

And a young lady fights her fight against the same disease, happy in her knowledge that somewhere at sea—but not too far away—sails a ship carrying 3,000 loyal friends.

Our Most Valuable Resource

CHRISTIAN A. HERTER
Secretary of State



AT THIS important time in the history of our country there is increasing recognition of the need for fuller utilization of our nation's resources. The most valuable resource we possess is our manpower—the men and women who because of their skills are responsible for the scientific, professional, and technological achievements that have made our country a leading power in the world today. Many of those who have contributed to these achievements are the physically handicapped and in so doing, they have demonstrated that physical disability, in itself, has not been a bar to their productivity.

As science continues to probe outer space and our industries continue to

develop new products to meet our changing needs, it becomes more and more apparent that the capabilities of all of us will need to be utilized to the full. The physically handicapped who need vocational rehabilitation to increase their capabilities and usefulness are an important reservoir of manpower still not fully recognized and fully employed.

I believe that it is the responsibility of us all to see that the physically handicapped are given every opportunity to take their necessary and useful place in today's society and to participate in our nation's efforts to achieve its national and international objectives.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

VA Issues Report on Abilities of Impaired

LONG A LEADER among Federal agencies in the hiring of physically handicapped employees, the Veterans Administration has issued an inspirational report of the ability of these employees to get the job done as well as their hale and hearty coworkers.

Entitled "Handicapped? Not on the Job!" the report takes the form of a pamphlet highlighting the more dramatic among VA's handicapped employees.

The Veterans Administration, in its stations and hospitals from coast to coast, employs more than 8,400 physically handicapped workers. Each of VA's major divisions—the Department of Medicine and Surgery, the Department of Veterans Benefits, and the Department of Insurance—has found room for qualified and skilled workers

who despite some physical handicap have proven that they can do their assigned job well.

"The quality of the performance of the physically handicapped proves that when they are properly placed they can do the job," says Sumner G. Whittier, Administrator of Veterans Affairs, in a brief dedication of the pamphlet. "All they need is the opportunity to demonstrate their ability."

The VA report bears out the findings of the Civil Service Commission and the Department of Labor that: Physically handicapped workers produce at slightly higher rates than do unimpaired workers; impaired persons sustain fewer disabling injuries, and the handicapped have the same range of interest, skills, and abilities as the non-handicapped.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

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THE STORY OF THE HANDICAPPED



Former Paratrooper and Boss

The President's Committee on Employment
of the Physically Handicapped

NOVEMBER-DECEMBER 1959

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Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment
of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Earl Bunting, Gordon M. Freeman
Vice Chairmen

William P. McCahill
Executive Secretary

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Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

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The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Civil and Defense Mobilization, and the Administrator of the General Services Administration.

Use of funds for printing this publication
has been approved by the Director of the
Bureau of the Budget, June 11, 1959

Blind Veteran Wins 3-Year Fight For Job

BECAUSE his VA training officer wouldn't give up until he was rehabilitated, William H. Spiers, blind former paratrooper, has found employment after 3 years of effort and training. He began work October 9, 1958 as a dictating machine transcriber in Management Service, Board of Veterans Appeals, Veterans' Administration, Washington, D.C. (Mr. Spiers is shown on cover photo with Administrator of Veterans Affairs Sumner G. Whittier.)

Convinced by the demonstrated performance of blind typists in Veterans Benefits Office, Washington, D.C., the board was happy to place Mr. Spiers when this was made possible by their changeover from individual dictating machines to a remote dictating system. He won't require any special personal attention because he has light perception and good "travel vision."

Mr. Spiers served 3 years with the 11th Airborne Division at Fort Campbell, Ky. After 33 jumps he began to have trouble with his eyesight and the doctors believe it was due to trauma. He was discharged in 1953 and receives compensation from the VA for his service-connected disability.

The first 2 years after service weren't easy. He managed to conceal his vision loss for over a year while working as a kitchen helper, and also worked as a pinsetter in a bowling alley.

When he sought rehabilitation by the VA, he was given vocational coun-

seling and began study under Public Law 16 at a business college in Washington in February 1955. He completed the basic business course and was also given specialized training and practice to build up his speed.

Prospective employers, however, in many cases wouldn't even consider a man with this handicap, and Mr. Spiers thought he might have to go back to kitchen work. His training supervisors in the Veterans Benefits Office at this point determined he was not rehabilitated until he was actually employable, and set out to train him specifically for Government transcribing work. They recalled a group of blind typists in the Insurance Center and hoped to place him there, but the Center's move to Philadelphia and necessity to place those people elsewhere spoiled that. Borrowing equipment from a local dealer, the Vocational Rehabilitation and Education Division put the veteran to work transcribing discarded records of adjudication and insurance correspondence, to give him specialized vocabulary as well as operational training.

Meanwhile VA Placement Division of the Blinded Veterans Association was receptive to the idea of placing Mr. Spiers as soon as it could be arranged. Mr. Spiers gives credit also to the many others who tried to help him, such as the D.C. Vocational Rehabilitation Division, and Blinded Veterans Association, all of whom are as pleased as he is that he has found a job.



Employ the Handicapped Exhibits Shown at Overseas Trade Fairs

THROUGH the cooperation of the U.S. Department of Commerce, the President's Committee, the People-to-People Committee for the Handicapped, and the Office of Vocational Rehabilitation participated in two trade fairs in foreign countries during the month of September.

The exhibits were shipped to Lima, Peru, and Tunis, Tunisia. Each exhibit showed a series of photographs indicating how the physically disabled are provided with job opportunities in many varieties of occupations in the United States. The exhibits included a message from President Eisenhower which accompanied the pictures supplied by Hughes Aircraft Co.

"We believe that the fundamental philosophy behind the hire-the-handicapped program in the United States

which is to help other people to help themselves can have a strong influence on the peace of the world," Maj. Gen. Melvin J. Maas, Chairman of the President's Committee, said. "We are not trying to force any ideas down anyone's throat. We merely wish to let the world know the system of voluntary support by thousands of dedicated citizens in this country is a sure indication of the true worth of the American way of life. We sincerely hope by sending these exhibits to foreign trade fairs to show the world that America is humanitarian, considerate, and places a high regard on the integrity and self-respect of all individuals."

Translations of the President's message into French and Spanish was provided through the courtesy of the U.S. Department of State.

Industry Wants the Handicapped

EDITOR'S NOTE: *In mid-September the Employer Committee of the President's Committee held its annual conference at the duPont Country Club, Wilmington, Del. One of the principal speakers was Rudolph F. Bannow, National Vice President of the National Association of Manufacturers. Excerpts from Mr. Bannow's address follow:*

I HAVE reason indeed to say that I am glad to be here. Usually when a businessman is asked to speak on employment of the handicapped, he finds himself addressing a group composed largely of social workers, rehabilitation specialists, medical and Government people. These people have a primary interest in the handicapped and have been largely responsible for our progress in this field. But as you know they frequently look upon a businessman as something a little short of human and expect him to talk solely about the economics of the situation.

You, however, as employers yourselves know how human the businessman is and the high regard he has for human values. In fact, the tremendous success of the President's Committee activities in behalf of the handicapped can be traced to the interest in human values of those cooperating. I refer to the success of this activity because I can think of no endeavor in the human welfare field which has made greater progress since World War II than this effort to place handicapped men and women in jobs for which they are fitted. In fact, the handicapped placements by the Public Employment Offices for the first half of 1959 were 143,040, the highest on record for any similar period.

Never before has the handicapped individual had the chance of securing

a position which will utilize his abilities and skills to the utmost as he has today. All of this has been accomplished under the America way of voluntary action, promotion and education.

In the early days of the President's Committee there were those who held for government compulsion or special tax advantage to employers for hiring the handicapped. They felt that only in this way could substantial numbers of the handicapped obtain jobs. They pointed to Europe and the handicapped lists which operated in several countries. In Great Britain, for instance, the handicapped individual seeking employment would register with the Government which would force employers to hire a fixed percentage of their employees from this registry. Reports on the operation of this plan vary greatly but it would seem to provide only for a subsistence for these people.

However, in this country authorities as a group seemed to feel that such a system puts a premium on disability and lessens the incentive for rehabilitation and effective work. Under such compulsion, employers would tend to regard the handicapped individual as a burden and would be inclined to place him in a menial job requiring a minimum of ability.

Fortunately, the President's Com-

mittee has always held for the virtues of the voluntary way. They believe that the answer can be found, not in the special privilege of legislation, but in the opportunity for handicapped applicants to compete on an equal basis with able-bodied workers.

They set out to popularize the enlightened viewpoint on the part of both big and small business that when a handicapped person is given a chance he usually proves that he is as safe, as efficient and as reliable as his normal coworkers.

It was most natural and appropriate that the National Association of Manufacturers should take a leading role in this activity. The Association has more than 20,000 member companies of all types and sizes located in all parts of the country. Five out of six of these member companies employ fewer than 500 persons and almost half of them employ fewer than 100. More than

one-quarter of our member companies employ less than 50 people.

This size distribution is an important factor. It enables us to discuss the problem of providing employment opportunities for the handicapped with full awareness that circumstances and problems vary sharply between companies, industries and various sections of the country.

We believe that a free society with a dynamic economy in which the welfare of each individual depends primarily upon his own ability, industry and thrift is the best way to build up the real income of the Nation and thus attain the social, material and technological progress which provides the basis of security for all of us.

It follows, therefore, that we hold that our private competitive enterprise system should provide every opportunity for individuals to obtain available jobs for which they are qualified and willing to accept.

Sisters in Korea in Battle With Polio

MEDICAL reporter Josephine Robertson of the *Cleveland Plain Dealer* who accompanied a medical mission on a world tour sponsored by the Baptist World Alliance last year, reports that in Pusan, Korea, the Maryknoll Sisters are doing outstanding work for the refugee children there, under the most makeshift and heart-breaking circumstances.

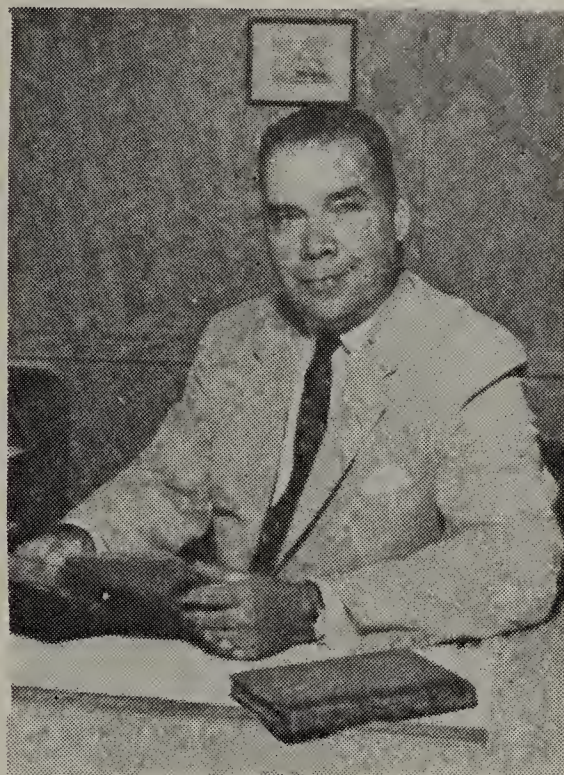
While visiting their orthopedic clinic, Miss Robertson reports that she saw child patients with tuberculosis of the spine being given new casts to accommodate their growth and polio victims being fitted with braces.

Sister Maura Therese, who is in charge of that clinic said that she would be very glad to have gifts of children's outgrown leather shoes strong enough to have braces attached to them. The Korean shoes are made of rubber and therefore are not suitable. Obviously the braces are useless unless they can be attached to sturdy leather shoes.

Any interested individual or organization may send shoes to the Maryknoll Sisters' Clinic in Pusan, Korea. It would be a fine "children-to-children" gesture and the proper place for people-to-people contact to begin.

Selection and Placement of The Physically Handicapped

EDITOR'S NOTE: *The Food Fair* grocery chain in Florida has, for many years, built up a fine reputation for employing handicapped workers. Paul Clifford, personnel director for Food Fair in Miami, even has a sign over the entrance of the Ft. Lauderdale store, "Hire the Handicapped, It's Good Business." Recently he received a citation from the B'nai B'rith Committee on Employment of the Physically Handicapped for his excellent work. Below we reprint Mr. Clifford's acceptance remarks.



Paul Clifford

THE placement of the physically handicapped should in no way differ from the methods used in the placement of any employee. The possible job situations may be more limited but in all other ways placement should follow the same pattern.

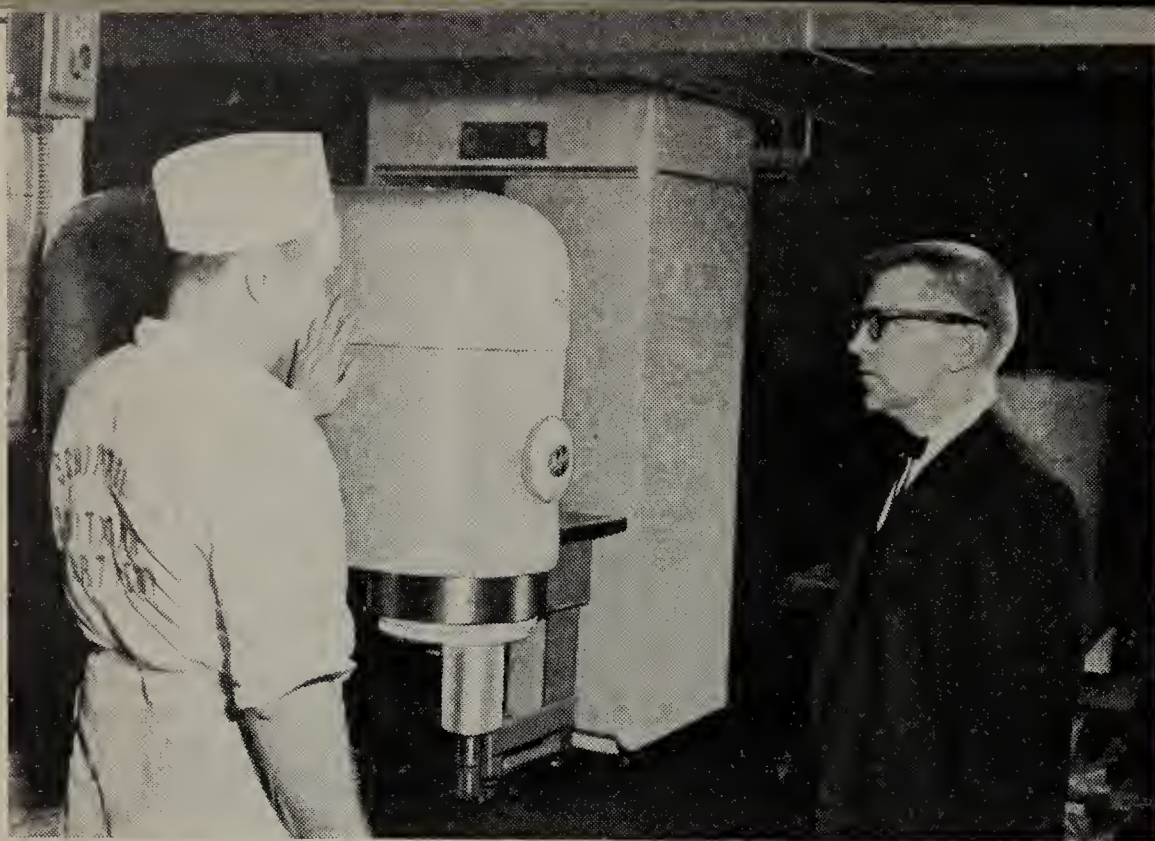
It is first important to completely know each job opportunity within the company framework, not only as to the department and general purpose of the job in relation to the work to be performed, but also all details as to the exact physical prowess or limitations imposed by the job; to what extent mobility is necessary and what safety problems may exist. The simplest way to determine these factors is through a job description. Perhaps most important in the case of a handicapped person is the ability of the company to determine the extent of the job under the slowest conditions, since many plants may combine jobs during slow

periods. With all jobs described, those jobs where a handicap will not be a problem in performing the work or a danger to the individual can be designated to be filled by handicapped applicants.

The second factor is the interviewing and selection of the person to fill the job. It is vitally important that once it has been determined that physically the applicant can handle the job that from there on he be selected or not selected on the exact basis used in selecting any new employee. Sympathy should play no more part than in the case of any applicant. A placement not based on good sound hiring policies will not be successful.

The third factor which must be considered and one which is too often over-

(Continued on p. 9)



A man's IQ is not necessarily a measure of his worth as an employee, Cornhusker officials have found. One of several mentally retarded employees is shown here discussing one of the hotel's giant beaters with Personnel Director Don Fahleson. Such workers have generally shown themselves to be cooperative, pleasant, and dependable.

Hotel Honored For

THE experience of the Schimmel Hotels Co. in employing physically handicapped persons can be summed up simply in two words, "Everybody gains."

A. Q. Schimmel, president of the six-member family-operated chain, received special recognition recently from the President's Committee.

The award, one of the few of its kind ever made to a hotel, was for Hotel Cornhusker's record for giving productive employment to many handicapped men and women, ever since the Lincoln, Nebr., hotel was acquired by the Schimmel family in 1930.

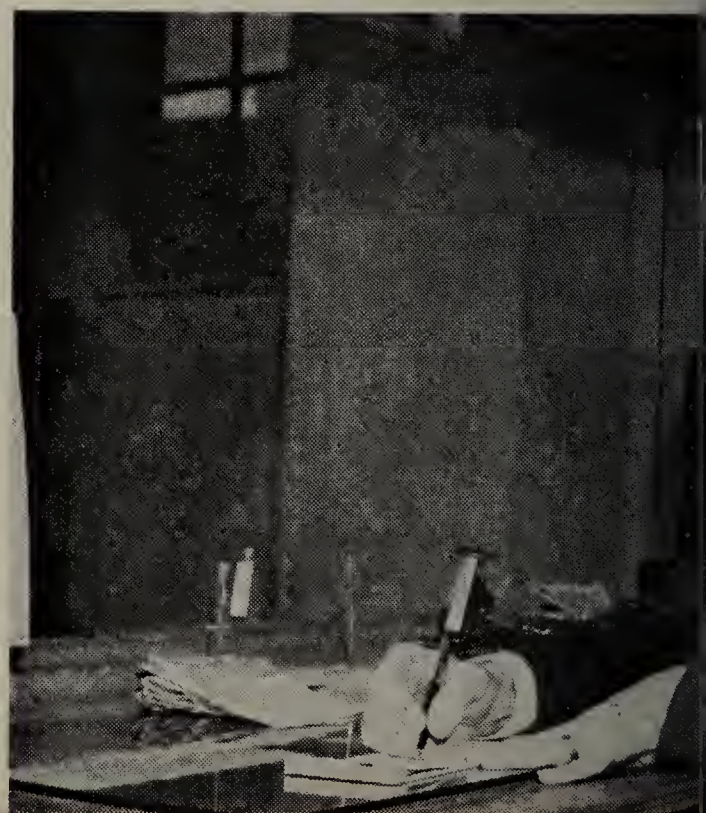
In the words of management, with regard to the 20 such persons now among the 325 on the Cornhusker payroll:

"These people are among our most capable, cooperative, and dependable employees. Over the years, their job performance has been most satisfactory. We are convinced it's good business to hire them."

How do the employees themselves feel about their situation? Donald Fahleson, personnel director at the Cornhusker, describes their attitude in these words:

"They feel, and rightly, that they deserve an opportunity in the working world equal to that of the able-bodied. They value their financial independence, but more important, they feel a strong sense of pride in their work, and in becoming useful members of society."

Arlo Howard is partially paralyzed. His timekeeper exactly suited his degree of disability. He is employed at the Cornhusker, in jobs with

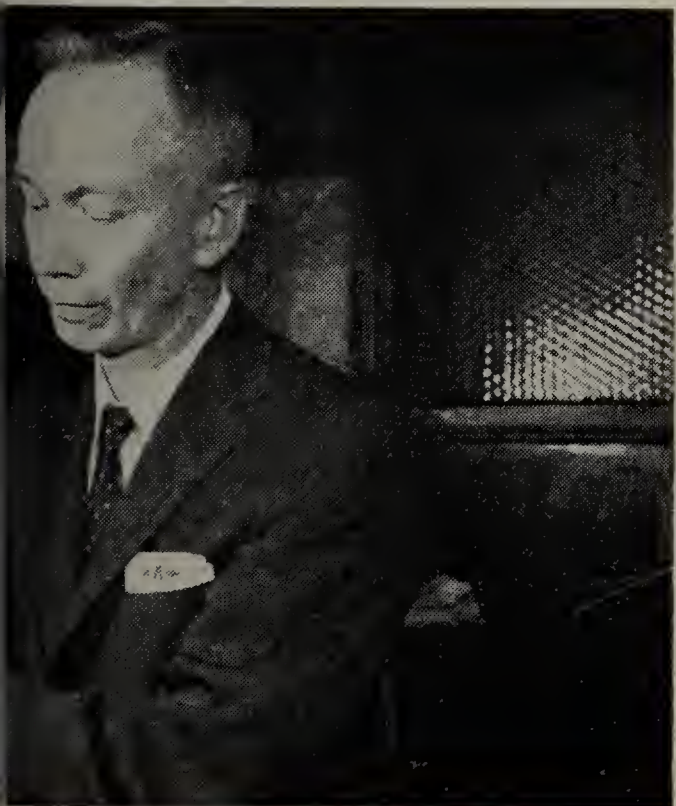


A tragic automobile accident ended the singing career of pretty Jean Donahue, mezzanine maid at Hotel Cornhusker. Once featured with Bob Crosby's band, she suffered severe injury to her vocal organs, and now speaks with difficulty.

Hiring Handicapped

In the Cornhusker's experience, there are no particular cut-and-dried jobs to which handicapped persons are best suited. Contrary to the general impression, little special training is required, and there are virtually no requests for special privileges. Proper placement is, of course, important. Cornhusker management has found that the wide variety of jobs involved in operating a hotel lend themselves to an equally wide range of physical abilities.

as encouraged to find that the job of nobility. Many paralytics have been require minimum agility.



Among the 20 handicapped now employed are men and women with hearing and speech impairments, mental retardation, paralysis of varying severity, epilepsy, and other crippling diseases of both congenital and traumatic origin.

Handicapped persons are working as dishwashing machine operators, bakers and bakers' helpers, maids, cooks, waitresses, timekeepers, kitchen helpers, and housemen. In the history of the hotel, handicapped employees have scored successes in nearly every section.

These are some of the findings of personnel administration in regard to handicapped employees at Hotel Cornhusker: Their accident rate is far lower than that of able-bodied workers; absenteeism is negligible; in relation to the entire work force, the rate of turnover of handicapped workers is very



A fall on the ice several years ago spelled disaster for Ruth Hill, for a broken leg failed to mend properly. She wears a leg brace and while she walks with a limp and the leg bothers her a good deal, the Cornhusker housekeeper says Ruth does her 19 rooms daily as quickly and well as the other maids.

slow; and they work well with and are accepted willingly by their able-bodied coworkers.

Occasionally a handicapped applicant comes to the hotel through Employment Service channels, but by far the bulk of them, aware of the Cornhusker's record, apply direct.

That the employer assumes certain responsibilities to handicapped persons, hotel executives believe is obvious. Their method boils down to this simple formula:

Make sure the job assignment is neither above nor below their physical ability and intelligence. Through encouragement, give them self-esteem on the job.

Then prepare to be surprised at the job they can do!

"I can certainly recommend that other hotelmen make judicious use of this reservoir of potential employees," states Mr. Schimmel. "They are making a very real contribution to our operation."

Almost totally deaf since birth, Vince Snyder has overcome his handicap to the point where he can handle the job of houseman intelligently. He meets the public helpfully and pleasantly, and in every way measures up to high Schimmel standards of service and hospitality.



Leon Chatelain Heads Special Committee On Easier Entrances to Buildings

LEON CHATELAIN, JR., Washington, D.C., one of the Nation's most prominent architects, has been appointed chairman of the American Standards Association Sectional Committee on Facilities in Buildings for Persons with Physical Handicaps.

His appointment was announced jointly by the President's Committee and the National Society for Crippled Children and Adults, the Easter Seal Society, cosponsors of the project.

Under direction of the American Standards Association, the project is designed to plan building adaptations which will make public offices, schools, churches, business offices and other buildings used by the public and where people work accessible to physically handicapped people.

At a recent conference attended by 45 national groups held in Washington, D.C., it was pointed out that specifications are needed for such things as stairs, doors, elevators, restroom facilities, drinking fountains, and phone booths so that the handicapped will be able to use them.

The American Standards Association is the national coordinating body for standardization in the United States, consisting of a federation of 122 trade associations and technical societies with more than 2,000 company members.

Mr. Chatelain is a Fellow and Past President of the American Institute of Architects. He has also served as President of the Washington Board of Trade and of the District of Columbia Society for Crippled Children.

Selection and Placement

(Continued from p. 5)

looked is to know the supervisor or foreman with whom the handicapped person is to be placed. Perhaps here is the worst barrier to the successful placement of such a person. It is important to recognize that even though an employer and a personnel manager may believe in and order the hiring of handicapped persons, it will not be successful unless the immediate supervisor is willing to make it work. The supervisor who is willing to take the handi-

capped person and keep him on the job is the unsung hero of this whole program, for he must have the patience and understanding to help the employee and to breed a similar understanding among the other employees.

The successful placement of the handicapped is not easy, but where these three factors are clearly understood and considered, much good can come both to the company and the handicapped person.

Therapy Through Group Recreation

By Shelley Tremsky

THERE IS a great difference between a person who is born disabled or becomes handicapped early in life, and one who becomes disabled in adolescence or later. Those physically handicapped early in life cannot actively participate in the social and recreational activities which are part of a growing child's everyday life. At home they do not have the opportunity to mingle and get along with others of their age, and to handle situations through personal experience. The maturity or social adjustment which is developed with such situations, as a physical pushing around by a pal, or a battle of words, by going to parties, etc. is not attained by most handicapped children. The handicapped child, who is confined to family surroundings from early life, does not get the chance to have those "growing pains," and thus cannot mature at the rate equal to that of the physically normal. Such is the case of most cerebral palsied adults of today, the child of the past two decades.

Vocational Problems

Many a handicapped person has acquired a good education or developed a skill in a vocation or trade. Unfortunately, the physical handicap raises a question in the mind of the prospective employer. This handicapped person, lacking in self-confidence and maturity, is unable to sell himself to a prospective employer. He is unable to convince the man who is unfamiliar with the problems of the cerebral palsied, or other handicap, to

give him a chance to prove that he can do as good a job as the physically normal man on the bench next to him. Time and time again he goes away disheartened and disillusioned.

Group Activity

What is the answer? One, I feel, is therapy through recreational groups. If the handicapped cannot be part of the "street gang" then he should have a "gang" of his own, where he can live through some of the same conditions and situations as his physically normal peers.

Larbrec to me has been the realization of a long-time dream. In the days when I was going to high school I was fortunate to be integrated into a social athletic club of normal boys. Since I had never had any social life with youngsters of my own age, I found it difficult to adjust to this type of environment. When I look back to the days of my youth and recall the difficulties I encountered I realize that if I had had a group like Larbrec to fall back on when I suffered frustrations due to lack of acceptance, I would have been able to adjust more readily to both types of environment, the physically normal, and the handicapped.

Larbrec's Role

In Club Larbrec, a recreational group for the handicapped, the individual has learned to live with and understand himself as well as other members of the group. Here a group of young men and women have learned about each other's problems and have

tried to work out each individual problem within the group. Each experience has become a challenge, not to one person, but to a group of people. Our group members have developed into a unit or family where they can reason less subjectively. As a member of Larberrec, I have met many young adults who, at first, were shy and withdrawn. They just did not know what to say when someone approached them and tried to be friendly. They were too scared. From these humble beginnings, they began to take an active role in the group and by their identity with other members gained confidence. They not only did not remain withdrawn, but some even became extroverts. Shyness and withdrawal have been overcome when the individual found that he had certain skills which he never thought he possessed, and when he found he could go on to develop other skills.

Group Advantages

I have seen the growth of many cerebral palsied impeded due to lack of social adjustment. I have always felt that this could best be remedied by a segregated program. Many may look upon segregation in a negative fashion. However, it can have positive effects, as illustrated in our group.

One of the advantages of segregation is that we are able to bring recreational activities down to our physical level without making them dull or uninteresting. We have developed certain skills in sports, such as wheelchair basketball, where everyone, less or more physically involved, plays from a

wheelchair; our regular bowling sessions where members bowl while leaning on one crutch; others need no support but are a bit wobbly. Still others bowl from a knee-chest position; some bowl while seated in a wheelchair, and some have to squat on the floor to bowl. A special form of baseball, which retains all the elements of the sport, with rules adjusted to the needs of the group has been devised.

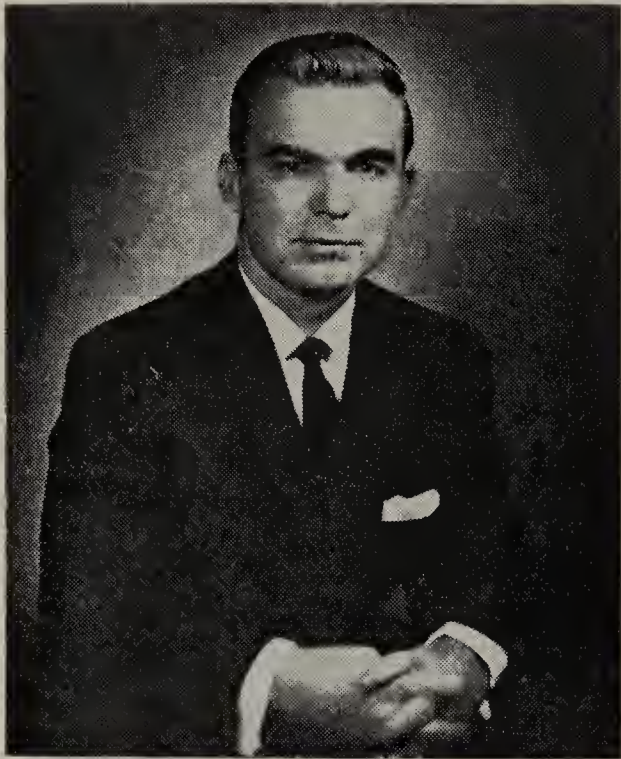
Social Events

We have had get-togethers in each other's homes to celebrate birthdays, holidays, betrothals, yes, even weddings (our score is now two with two in the working, for club romances). Social poise has been gained by participation in theater parties, concerts, visits to museums, restaurants, yes, even night clubs. Can you imagine the enthusiasm which exists in the group when a blizzard and 12-degree temperature does not keep members from attending a play in the "wilds" of the Bronx? By appearing among people at public places we have caused them to take notice of us, and they have learned that our behavior and manner are no different from those of any normal person.

Conclusion

One important lesson learned is that separating the handicapped (segregation) and helping them work out their problems through social activity, can bring about more mature and better developed adults, who can then go out into the world and become an accepted part of the so-called normal populace.

Reprinted from a booklet, "Club Larberrec in Action," published by the Federation of the Handicapped.



Guest Editorial

Team Work— Provides More Jobs For The Handicapped

J. HOWARD EDMONDSON
Governor of Oklahoma

ALTHOUGH Oklahoma is considered a young State, much has been accomplished these past 52 years, working together as a *team* for the good of the State and its people.

Oklahoma is nationally known for its outstanding football, baseball, and other sports activities. Oklahoma has developed one of the most outstanding recreational programs for its people and visitors to enjoy. Many other outstanding developments have been completed, or under construction, to provide a better life, not only for the people of Oklahoma, but for the people of the world. No group or individual has been excluded in State development.

Legislature Supports Program

I believe the team approach should be used in all State programs, the same as used by the Governor's Committee on Employment of the Handicapped and other State agencies in providing increased employment for the handicapped. Oklahoma is known nationally for having developed an outstand-

ing *team*, which has resulted in increased employment for the handicapped.

The people and elected officials of Oklahoma believe in equal opportunities for all, and this, of course, includes the handicapped and aged workers. The Twenty-seventh Session of the Oklahoma Legislature supported this philosophy by providing funds to carry out the duties and functions of the Governor's Committee. All 119 members of the House and the 44 members of the Senate coauthored the bill supporting the continuation of the Governor's Committee Program. It was my pleasure to have the opportunity of signing this appropriation bill, thereby providing adequate funds to continue the work being done by the Governor's Committee.

The Committee is comprised of 75 devoted State citizens, serving without compensation, and giving of their time and effort to this worthwhile program. This Committee has done much to promote the abilities and skills of the hand-

icapped, which has resulted in increased employment for the disabled.

In my message to the Twenty-seventh Legislature, I requested additional funds to be made available to the Vocational Rehabilitation Division to train the handicapped. I believe, and the Legislature concurred, the handicapped should be given all opportunities to become self-supporting. More State funds were made available to train the disabled.

I also urged the Legislature to enact legislation creating a Merit System for all State employees. This measure was passed. In setting up rules and regulations for the employment of State workers, I believe the handicapped and aged workers should be given equal job opportunities. Physical standards should be fair, reasonable, and adapted to the realistic requirements of the job. Such standards should be based on complete factual information regarding working conditions, hazards, and physical requirements of each job. Physical standards will not be used arbitrarily to eliminate the handicapped from receiving equal employment opportunities. Age or disability should not be used to eliminate employment of persons who meet the requirements of the job.

The so-called handicapped and aged workers have skills, abilities, and knowledge needed by State Government, as well as industry. Employment of the aged and handicapped is a job for all. This, of course, includes State and Federal Government. Private industry cannot be asked to hire the handicapped and aged workers if the Government refuses to hire them, based on *unrealistic employment tactics*.

The handicapped and aged workers do not want pity or charity. They only ask for an opportunity to be self-supporting through gainful employment—thereby becoming taxpayers rather than tax consumers.

As Governor, I shall continue to support the program of the Governor's Committee on Employment of the Handicapped, and shall use my office and support in every feasible way to acquaint the public and employers of the abilities and skills of the aged and handicapped workers. As a young, growing State, Oklahoma cannot afford the luxury of wasted manpower. The handicapped and aged workers have proven that "it's good business to hire the handicapped," *because they meet the standards of good business—and this includes State Government.*

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

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THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

Henry Viscardi, Jr., Writes Stimulating Novel

"GIVE US THE TOOLS" is the intriguing title of a new book by Henry Viscardi, Jr., President of Abilities, Inc., the well-known Long Island concern which employs only disabled men and women.

It is the heart-warming story of "America's Most Incredible People." It tells the story of many unusual handicapped workers who have overcome almost impossible handicaps.

How Abilities, Inc., began in a grimy, unfurnished garage with only four employees who had only five good arms among them and only one good leg is eloquently described. In 5 years the concern was doing a million dollar business with 300 disabled employees, many of them seriously handicapped.

The book has an introduction by Mrs. Eleanor Roosevelt who says in part:

"In my travels throughout the United States and in many other na-

tions, I have been concerned with many things, but the underlying factor which is basic to all these concerns is human rights. Human rights and all that this phrase implies is based on the value of human worth and of personal dignity. The story of Abilities, Inc., of its employees and of its friends, are each individual stories of personal dignity and human rights, which have an influence far beyond the working and personal lives of its employees. They are stories which personify and symbolize the human rights and personal dignity which we in the United States strive to achieve for all of our citizens."

NOTICE TO OUR READERS: *TWO-IN-ONE!*

In order to change the printing schedule of **PERFORMANCE**, it has been found necessary to print the November and December copies as a single edition. Following the November-December joint issue, **PERFORMANCE** will return to its regular monthly schedule with the January issue.

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Performance

THE STORY OF THE HANDICAPPED



Shop Talk at Chicago

DEC 23 1959

The President's Committee on Employment
of the Physically Handicapped

JANUARY 1960

UNIVERSITY OF ILLINOIS



Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment
of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Earl Bunting, Gordon M. Freeman
Vice Chairmen

William P. McCahill
Executive Secretary

Vol. X, No. 7

January 1960

Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

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Cover Photo: (Left to right) Vice Adm. Ross T McIntire, Louie E. Woodbury,
and Ralph Bellamy.

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Photo Credits: Boston (Mass.) Traveler; Wide World Photos; and U.S. Army.

Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Civil and Defense Mobilization, and the Administrator of the General Services Administration.

Use of funds for printing this publication
has been approved by the Director of the
Bureau of the Budget, June 11, 1959

PCEPH Exhibit at NAIA Meet Attracts Crowds

AN ELABORATE exhibit, prepared by the President's Committee for display at the 1959 Annual Convention of the National Association of Insurance Agents in Chicago, September 20-23, attracted much attention.

The display was placed in the Exhibit Hall of the Conrad Hilton Hotel and was situated immediately adjacent to the exhibit of the NAIA. Featuring a replica of the Statue of Liberty, the exhibit stressed the fact that insurance agents throughout the country can do more to aid the Hire-the-Handicapped program. It pointed out that most agents are employers themselves and could find jobs in their own agencies for impaired workers; that they could participate in promoting the President's Committee and also support a campaign, soon to be inaugurated by NAIA, to encourage wider participation by its members in a national effort to increase the nominations made annually for the "Handicapped American of the Year."

A highlight of the convention was a visit made to the exhibit by Ralph Bellamy, prominent stage and motion pic-

ture actor, who met with Vice Adm. Ross T McIntire, Executive Director of the International College of Surgeons and former Chairman of the President's Committee. Mr. Bellamy, who is currently spearheading a fund-raising drive for the American Federation for the Handicapped, had a long and animated discussion with Admiral McIntire before the convention booth. Louie E. Woodbury, past president of the NAIA and a member of the Planning Committee for the 1959 President's Committee Annual Meeting, also participated in the discussion. (See cover photo.)

Paul Jones, NAIA president, estimated that more than 40,000 people visited the Exhibit Hall and that many hundreds who saw their exhibit commented favorably and took with them literature from the exhibit. The NAIA, in coming years, plans to promote greater work opportunity for qualified handicapped workers. Many insurance journals, published by members of the NAIA, have given publicity to the President's Committee exhibit in recent issues.

Three To One!

LONG holiday weekends, which should, by all human values, be the happiest times of the year, generally are times of great tragedy for hundreds of American families who forget that an automobile can be as lethal a weapon as a high-powered rifle. The Christmas holiday, December 25 to

December 27, 1959, and the New Year holiday, January 1 through January 3, 1960, are expected to follow this tragic pattern when all reports are in.

Records of the National Safety Council, over the years, show the surprisingly casual attitude taken by thou-

(Continued on p. 5)

Boston VA Clinic Installs Easy Access for Handicapped

THE VA CLINIC in Boston, Mass., has taken steps to put into practice the ideas which have been projected by the President's Committee regarding easier access to buildings.

It is becoming more and more true that too many buildings in the past have been constructed in such a way that persons in wheelchairs and other ambulatory handicapped people have



Wheelchair veteran Andrew McCarthy enters VA Clinic, 17 Court St., Boston, Mass. Doors open automatically as the weight of the wheelchair on rubber mat trips electronic device to open doors. McCarthy is greeted by clinic manager, Dr. Thomas J. Quigley.



Andrew McCarthy leaves VA Clinic and is about to roll out on to the sidewalk, which has been made level with entrance to Clinic.

never entered their doors. This is especially true of public buildings. A national campaign is being conducted to improve the type and design in buildings, both public and private.

VA's Clinic in Boston has done something particularly constructive about this. The entrance doors are opened electronically when a weight, either a person or a person in a wheelchair, comes within a few feet of the entrance.

A mat before the door sets off a photoelectric cell when pressure is applied to its surface. The outside set of doors opens when pressure is applied to the mat nearest the sidewalk. The

handicapped person then enters the vestibule and his weight applies pressure to an inner mat. At this moment, the outside doors close and the inside set of doors opens.

To overcome the additional hazard of a 6-inch granite step-up, a shallow hardtop ramp has been laid over the sidewalk tapered up to the step-up so that the wheelchair can easily enter the building.

The accompanying set of photographs provided for *PERFORMANCE* by the Boston Traveler shows what VA's Boston Clinic has done to make visits to public buildings a little more pleasant for the handicapped in wheelchairs.



Happy New Year!

THE age-old greeting never seems to be actually old. It always carries with it a sense of newness, of renewed hope. We gladly discard the setbacks and disappointments of the year just gone by and look ahead with renewed courage and confidence to the mysteries and the challenging unknowns that lie ahead in 1960.

It is a period of reflection and evaluation. As with all other human endeavor, so it is with the national program to provide greater job opportunity for our handicapped fellow Americans. We should take from the past what is of value to the future and even glean what little is to be gained from the dross—and then discard the remainder for what it is.

The President's Committee and its Staff join with me in extending to all readers of *PERFORMANCE* best wishes for the coming year and the fervent hope that we come still closer to our goal—jobs for all the handicapped—before the shadows fall on 1960 and we face another new year with head high, and heart and hand unswerving in our great purpose.

Melvin J. Maas

Chairman.



Mildred Elson Receives International Society's Award

MISS MILDRED ELSON, a native of Woburn, Mass., has received the annual award of the U.S. Committee of the International Society for the Welfare of Cripples for "outstanding achievement in the field of international rehabilitation for the physically handicapped." The presentation was made in Boston, Mass., October 26, 1959.

The award was presented by another New Englander, Miss Mary E. Switzer, Director of the Office of Vocational Rehabilitation, at a luncheon meeting of the International Society. The award is inscribed on a desk ornament.

In presenting the award, Miss Switzer said that Miss Elson "has built much of the cornerstone of the medical aspects of modern rehabilitation and continues to play a leading role in the growth of rehabilitation services on an international scale."

Miss Elson, former executive director of the American Physical Therapy Association, served as chairman of the International Committee To Form a Federation of Physical Therapy Societies, which created the World Confed-

eration for Physical Therapy. She served as the first president of the World Confederation from 1951-56. In her capacity with the American Physical Therapy Association, she was instrumental in organizing advisory services for physical therapists coming to the United States for postgraduate training, and for American physical therapists visiting other parts of the world. She has worked in organizing a number of international conferences, such as the Third Inter-American Congress on Rehabilitation held in Guatemala, and the First and Second Institutes on Rehabilitation Problems held in Puerto Rico. As consultant to El Fundo, San Juan, P.R., Miss Elson played a major role in the establishment of the Puerto Rico School of Physical Therapy and Occupational Therapy, which has become a training source for personnel from Latin America.

Donald V. Wilson, Secretary General of the International Society, was the luncheon's principal speaker. His topic was "Rehabilitation and World Peace."

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Three to One

(Continued from p. 1)

sands of American motorists to the ever-present danger of death on the highways, particularly during the festive seasons.

"It is a shameful indictment of the American way of life," Maj. Gen. Melvin J. Maas, Chairman of the President's Committee, said, "that the American motorist closes his eyes and turns a deaf ear to the terrible problem, that of death and crippling handicap, which is forever present on every highway of the Nation. No matter how much warning is given—no matter that caution has been urged for decades—we still wake up, following many of our 3-day weekends, and read the tragic, useless toll in the newspapers.

"Deaths from motor vehicles, alone, rarely are less than 300 on such occa-

sions, and very frequently exceed 400. It is even more difficult to realize that, for every highway death during such a weekend, it is estimated that there are 3 severely maiming injuries recorded on the highways.

"If they do not exercise reasonable care—if they drink too much—if they speed too much—if they break, rather than abide by exacting traffic laws, a certain number of drivers are sure to be on the death roster, or in a hospital minus a limb, an eye, or suffering from serious, permanent internal injuries. I know that this is most unpleasant to contemplate, when we only wish to be filled with the joy and warmth of the holiday season. But the sordid facts are with us, and I certainly hope that every American motorist who reads this, who is sound of mind, will take heed so that he may not be dead or wish he were before the holidays come to an end."

1960 Employment of Handicapped Expected To Set Record

WITH more than 80,000 adults rehabilitated in Government programs alone during the past year, a record number of physically handicapped men and women will be working at productive jobs in major industries throughout the Nation in 1960, Dean W. Roberts, M.D., Executive Director of the National Society for Crippled Children and Adults, has announced.

Additional thousands have been or are being rehabilitated in Easter Seal centers, he declared. The latter include not only therapy programs, but also

prevocational evaluation, sheltered employment, job counseling, and placement.

In observance of National Employ the Physically Handicapped Week, October 4-10, Dr. Roberts made his prediction based on figures released by the U.S. Office of Vocational Rehabilitation, estimating that persons restored to self-support will contribute about 121 million man-hours work to the Nation's productive economy and will increase their annual rate of earnings during their first year of employment

(Continued on p. 11)

Davis-Monthan Air Force Base Conducts Fine Program for the Handicapped

EDITOR'S
"Supervi
Monthan
excerpts
Personne

Introduction

By Francis E. Connolly

THE Air Force is justly proud of its record in hiring the handicapped. Charts in this booklet show that about 7.6 percent of our civilian employees are qualified, physically handicapped persons.

Here at Davis-Monthan AFB we have an even higher percentage, well over 10 percent of the civilian employees falling into the "handicapped" category. Yet when D-M supervisors are interviewed, their first reaction is, "Handicapped? I don't have any. At least, not handicapped with respect to their individual jobs."

This response bears out the Air Force observation that we do *not* hire handicapped personnel for any of these reasons:

Because they are deserving and need help.

Because it makes for good public relations.

Because we are operating a rehabilitation clinic.

Because we have plenty of money to spend.

We hire handicapped people along with other employees because they are *good* employees. We do *not* hire them

where their handicap stands in the way of good performance. Instead, we strive to make every selection so that the employee is *not handicapped* with respect to his particular job. In so doing we have observed a plus factor: Persons who are physically limited in one way or another have a special drive and motivation to "make good" on the job.

In employment of the handicapped the supervisor plays a key role. He is the one who makes selective placement possible by providing reliable information as to the true physical demands of the job. He is the one who gives the handicapped employee his chance by selecting him for employment. He is the one who has to work in daily contact with the handicapped worker. And the supervisor's success or failure rests in part on how the handicapped employee produces.

In this booklet, therefore, we have gone to supervisors for their evaluation of handicapped employees—their appraisal of the "Hire the Handicapped" program from the "hiring line." It is basically a report by supervisors to supervisors on their experience in this vital field.

: PERFORMANCE recently received an interesting booklet, *Report on Employment of the Physically Handicapped at Davis-Force Base, Tucson, Ariz.*" We publish, without change, two of the reports which were compiled by Francis E. Connolly, Civilian Engineer at the Air Force Base.

Handicapped Workers Are Safe Workers

An Interview With Lew Shoemaker, Safety Engineer

When we asked Lew Shoemaker whether handicapped employees are a special problem from a safety standpoint he came back with a question: "How many handicapped employees do we have on the base?"

The answer was 108—over 10 percent of the civilian work force.

"Well," said Lew, "as far as the SAC portion of the base is concerned we haven't had a lost-time injury among civilian employees since August of 1956. I don't have comparable figures for the Storage Branch, but I know their safety record has been improving. Since numerous handicapped employees are included in the overall figures, they must be *safe* employees."

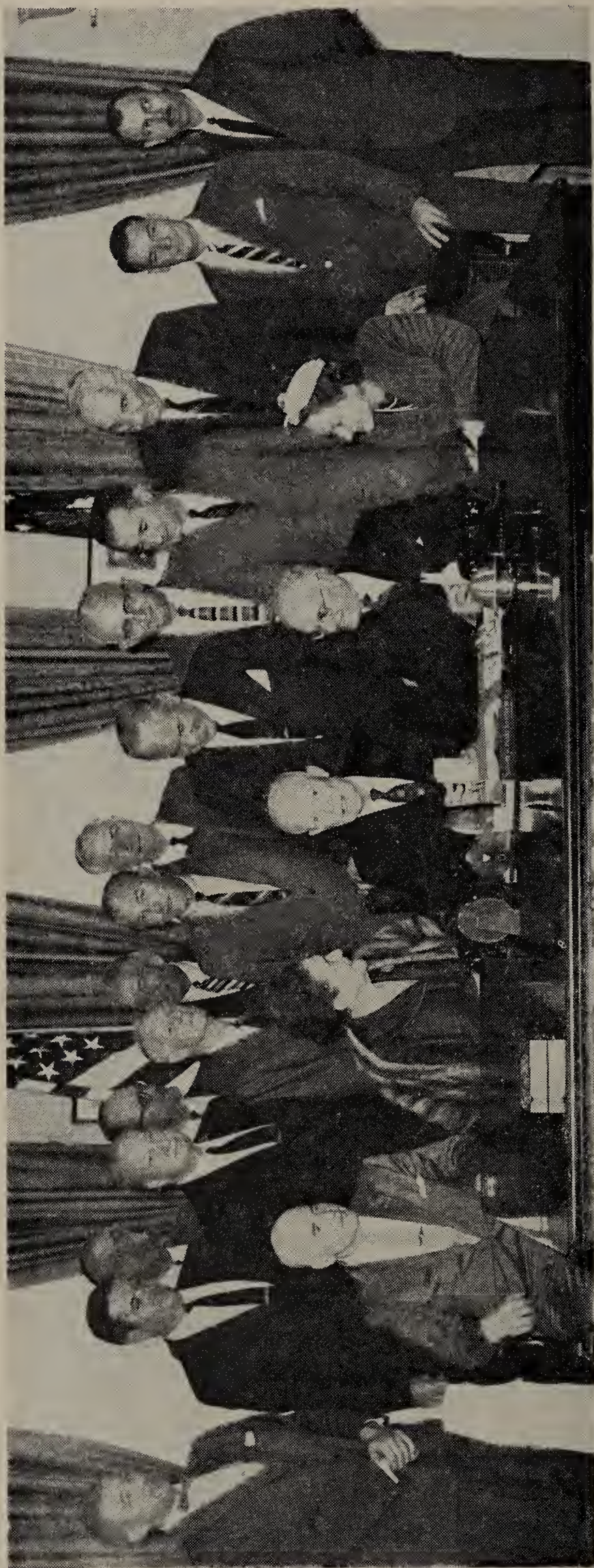
Safety expert Shoemaker went on to say:

"My own personal opinion is that handicapped employees are just as safe as anyone else if on the right job. The initial placement is actually the key to the entire situation. If a handicapped person is placed in a job suitable to his abilities and qualifications, his safety record will be the same or better than the record of a nonhandicapped individual.

"I know of several handicapped employees on the base who are not expected to climb ladders. Others would

be a safety risk if they had to climb around on airplanes. Physical and environmental factors of the job are always considered when the prospective employee is given his initial physical examination, so the doctor examines the individual with the particular requirements of the job in mind. The Ground Safety Office can be called upon for an opinion whenever necessary as to the extent of hazard involved if a person with a certain handicap is placed in a certain job. We will check various aspects of the job and its requirements to determine the extent of risk. If such a study would indicate full physical capacity is necessary, we would recommend against assignment of the handicapped worker in that particular position. However, most positions do not demand full physical capacity. If a handicapped person is properly placed in a job we make no special provision from a safety standpoint, and none is necessary.

"One good indicator of careful placement, from a safety standpoint, is to check the names of accident 'repeaters'—persons who go to the hospital repeatedly for minor injuries. It is interesting to note that we do not have any repeaters among our handicapped employees."



PEOPLE-TO-PEOPLE

In the White House Meeting were (standing, left to right): William P. McCahill, Vice Chairman of the Committee for the Handicapped; Dr. William B. Walsh, Cochairman of the Medicine and Health Professions Committee; Roger Fleming, representing Farm Groups Committee; Harry L. Lindquist, Chairman of the Hobbies Committee; Warren E. Schmidt, Chairman, 4-H Clubs Committee; David E. Finley, Chairman, Fine Arts Committee; Robert B. Lea, Vice Chairman, Scientists and Engineers Committee; Dr. Brooks Emeny, Chairman, Foreign Affairs Committee; Herbert C. Blunck, Cochairman, Hotel Industries Committee; Col. Edward P. F. Eagan, Chairman, Sports Com-

mittee; Dr. Walter A. Reiling, Cochairman, Service Organizations Committee; Elliott Caplin, representing Cartoonists Committee; Theodore S. Repplier (hidden), Chairman, Advertising Organizations Committee; Cyrus Ching, Chairman, Speakers Committee; Lewis K. Gough, Cochairman, Veterans Committee; and John Broger, Vice Chairman, Armed Services Committee. Seated, left to right: Maj. Gen. Melvin J. Maas, Chairman, Committee for the Handicapped; Mrs. Jouett Shouse, Chairman, Music Committee; the President; Mark Bortman, Chairman, Civic Committee; and Miss Martha Allen, Chairman, Youth Committee.

People-to-People Chairmen Meet

ON OCTOBER 26, twenty People-to-People Program Chairmen and official representatives met in the Commerce Building to compare notes on their committees' activities and discuss organizational plans for the future.

The day-long conference was opened with a new color slide presentation showing the activities of the People-to-People Committees prepared by the USIA and introduced and commented upon by Conger Reynolds, Director of the Office of Private Cooperation of the USIA. The meetings held during the morning and afternoon sessions included reports from chairmen on past and future activities of their committees and discussion of financial matters incident to future increased development and strengthening of the program.

A highlight of the conference deliberations was the election of a chairman pro tem of all PTP chairmen. Mark Bortman, chairman of the Civic Committee, was elected chairman, and H. Walton Cloke, chairman of the Public Relations Committee, was elected vice chairman. They will serve until the next meeting of chairmen. In the interim, the main work designated for their attention was the naming and direction of a committee to study the en-

tire PTP program in detail through its 3-year existence and to make reports and recommendations to the other committees.

High point of the day, however, was the meeting of the chairmen with President Eisenhower at the White House shortly after noon. Chairman Bortman presented the President with a copy of the PTP Annual Report, and the President talked informally, expressing his pleasure with the progress of the program and emphasizing the importance of the People-to-People activity as of the greatest value for bettering international relations. He also expressed his gratitude to all who have participated for their wholly voluntary action based on their beliefs and convictions.

The conference luncheon was held at the Aviator's Club in the Washington Hotel at which time George V. Allen, Director of the U.S. Information Agency, spoke briefly to the chairmen and representatives.

Mr. Cloke, General Maas, Mr. Lindquist, and Mr. Gough were subsequently named to the group empowered to review the entire People-to-People program.

It's the Little Things

IT'S THE little things in life that make a placement specialist happy, according to Doris B. Reitz of the Selective Placement Division, 41 Hopkins Place, Baltimore, Md.

Her story of what makes for happi-

ness on the part of the handicapped and the placement specialist follows in her own words: "He came into the office in May—a 40-year-old man, married, and with three children. He'd

(Continued on p. 11)



Participating in the award presentation ceremony are: *Foreground*, Miss Athena Hrones and Miss Gladys Nelson. *Standing*, Assistant Secretary for Administration, George T. Moore; William J. Casey; Adm. H. Arnold Karo, Director, Coast and Geodetic Survey; and Secretary of Commerce Frederick H. Mueller.

\$50 Award to Handicapped Worker at Department of Commerce

WILLIAM J. CASEY, a physically handicapped employee of the Coast and Geodetic Survey, has been presented with a \$50 award by Secretary of Commerce Frederick H. Mueller for suggesting an inclined ramp at a building entry for the use of employees confined to wheelchairs.

The ramp, installed at the entry located in the south court of the Commerce building, eliminates a series of steps that previously had to be negotiated by two employees in wheelchairs, usually with the help of some kindhearted passerby.

The presentation, which took place

in October at a ceremony in the south court of the Commerce building where the ramp was installed, was presided over by Secretary Mueller, an Associate Member of the President's Committee. (October 4-10 was "Employ the Physically Handicapped Week.") Also looking on were Assistant Secretary George T. Moore; Casey's boss, Rear Adm. H. Arnold Karo, Director of the Coast and Geodetic Survey; and Miss Athena Hrones and Miss Gladys Nelson, both of whom are confined to wheelchairs and for whom the ramp was built.

(Continued on p. 12)

Little Things

(Continued from p. 9)

been out of work 1 month, but in the current labor market, his prospects to him seemed very dim.

"You see, he only had one arm. Fifteen years ago he had lost his left hand above the wrist and although he had been a maintenance mechanic for 10 of those years, using a heavy-duty prosthesis, the employers today needed a lot of convincing that he could do the work. He was willing to demonstrate but, so far, he met only resistance.

"He was getting quite discouraged and finally asked our help in getting a job. We spent 3 months soliciting job orders, talking to every employer we knew who ran a machine shop. Even though we knew he was qualified and 10 years' experience with one company proved it, employers just were not sympathetic, saying he could not possibly do the work. Finally, persistence paid off; one employer decided to listen: 'I've just hired a man, but tell me about this one, anyway. If he's half as good as you say, I may be able to use him later.'

"That didn't sound too promising, but it was the best offer we had so far. So we launched into the story of his working abilities. Two days later the employer was on the phone requesting an interview. Our man was called and before we hung up the phone he was on his way. At the end of the interview, he was hired and immediately put on the job. The wonderful part of this story is that in all his working life, his top salary had been \$1.90 an hour. This job pays \$2.25 an hour.

"Three days later on his way to work, he stopped in the office to express his thanks. These are his words: 'I have a wonderful job with wonderful people. I love the work I am doing. If this weren't a public place, I could hug you. Not only do I make a good salary, but I've been promised a 50-cent raise in 3 months and a chance to become a supervisor. You are a wonderful person. How can I show my appreciation?' "

Needless to say, according to Mrs. Reitz, he already had and her day was complete.

Reprinted from the Maryland Governor's Committee Newsletter, August 1959 issue.

Handicapped Employment

(Continued from p. 5)

from \$25 million to about \$156 million.

Approximately 4,000 of those rehabilitated are entering the professions, including fields that have personnel shortages such as teaching, engineering, and medicine. More than 9,000 will be employed in skilled trades and 7,000 in agriculture. The others will be absorbed in clerical, sales, semiskilled and unskilled jobs.

Dr. Roberts pointed out, "There is an increasing awareness among employers, fellow employees, and the public of the abilities of handicapped men and women as skilled, stable, and efficient workers. From all indications, 1960 should be a year of real progress and show an increase in our Nation's economic activity with a resulting increase in the demand for qualified workers who have overcome their physical handicaps."

William J. Casey

(Continued from p. 10)

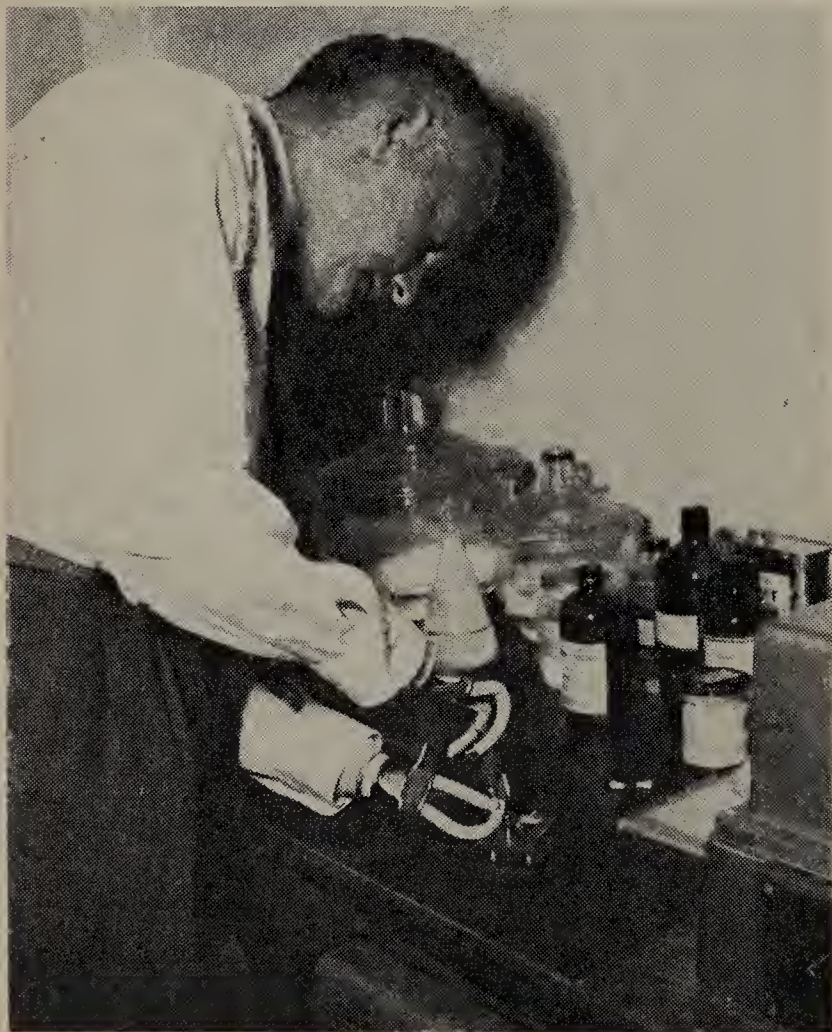
Bill, as he is called by his friends, believes in lifting himself by his own bootstraps. He not only assisted his handicapped friends by suggesting the ramp but also voluntarily operates a private carpool for two physically handicapped employees of the Coast and Geodetic Survey.

Disregarding his own crippling arthritis, Bill drives his car from his apartment at 35 E Street NW. to Third Street NE., where he picks up Miss Hrones, whose folding wheelchair fits neatly in the back of his car. In the evening, after a day's work at the drafting table, he not only returns Miss Hrones to her home but also goes out of his way to take Bennie Kelly of 1401 16th Street NW., another handicapped

Survey employee, to 16th and P Streets NW. Until Bill offered his services, Bennie had to delay his departure from work because he couldn't cope with the crowds on streetcar platforms with his crutches. Bennie is still looking for a ride to work in the morning.

Bill, who came to work for the Coast and Geodetic Survey almost 19 years ago, conceived the idea for the ramp while waiting for someone to come along in the morning to help Miss Hrones up the steps, since he was not strong enough to do it himself.

Bill Casey, a shy retiring fellow to say the least, considers himself in good shape now. He said, "When I was really bad off the fellows I worked with couldn't do enough for me. They used to bring me my meals and get me coffee, and anything I might be able to do in return wouldn't begin to repay their kindnesses."



Uses Hypodermic with Artificial Hands

A RESEARCH chemist at the U.S. Army's Aberdeen Proving Ground, Jules B. Counts manipulates a hypodermic syringe in preparing an infrared sodium chloride cell for a laboratory test. Mr. Counts is one of approximately 100 physically handicapped civilian employees at the installation who are making valuable contributions to the research and development program of the Army's Ordnance Corps.

A Governor Applauds

J. MILLARD TAWES
Governor of Maryland



AN OUTSTANDING trait of the American people is their eagerness to help a fellow man who, for one reason or another, finds himself at a disadvantage. It is a spirit of benevolence, good will, and understanding that has always pervaded our people.

A bright example of that spirit is to be found in the work that has been done in recent years by governments—national, State, and local—and by industry, labor unions, religious groups, and organizations too numerous to mention, to provide every service that is needed by the handicapped to enable them to become self-supporting citizens.

I applaud enthusiastically the work that has been done for more than a decade by the Governor's Committee To Promote Employment of the Handicapped to give these people an opportunity to take their proper place in the community.

I strongly urge every citizen of the State to give this committee the support it so richly deserves in this worthwhile project.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

New Chairmen of Governors' Committees

PERIODICALLY, PERFORMANCE publishes the names and affiliations of new chairmen of Governors' Committees. The last such list was issued about 2 years ago.

During the 1958-59 period some 21 new chairmen were named. At the present moment all States have chairmen.

During the past 60 days the following appointments or elections have been reported to the President's Committee: Milton Cummings, Brown Engineering Co., Huntsville, Ala.; Arthur Newman, manager of employee and community relations, General Electric Co., Phoenix, Ariz.; Sam Strauss, Jr., vice president of Pfeifers of Arkansas, Little Rock, Ark.; James Byers, president, Bank of Idaho, Boise, Idaho; A. R. Johnson III, president, American Bank & Trust Co., Baton Rouge, La.; and E. A. Joseph Cote, chairman, Employment Security Commission, Augusta, Maine.

Other chairmen who have been named and have been functioning since the last list in PERFORMANCE include: Richard Vogel, production manager, Kuner Empson Packing Co., Brighton, Colo.; Clifford M. Clarke, Jr., Associated Industries of Georgia, Atlanta,

Ga.; William R. Poorman, president, Central Life Assurance Co., Des Moines, Iowa; Chester A. Troy, president, Troy's Inc., Cockeysville, Md.; Travis McCharen, director, Division of Vocational Rehabilitation, Jackson, Miss.; Col. John J. Griffin, Division of Employment Security, St. Louis, Mo.; Joseph J. Epler, State field supervisor, Montana State Employment Service, Great Falls, Mont.; Walter Gardner, Jr., Esq., Gardner & Williams, Passaic, N.J.; James A. Tadlock, Veterans Employment Representative, Albuquerque, N. Mex.; Walter R. Johnson, Veterans' Administration, Fargo, N. Dak.; James M. Torson, executive director, Oregon Society for Crippled Children & Adults, Portland, Oreg.; Hon. William L. Batt, Jr., Secretary of Labor and Industry, Harrisburg, Pa.; Marcus J. Stewart, M.D., Campbell Clinic, Memphis, Tenn.; Ralph O'Connor, general manager, Radio Station WISC and WISC-TV, Madison, Wis.; and R. L. Markley, Cheyenne, Wyo.

The list is kept current, however, and is brought up to date with each new addition. A revised list was mailed to all States recently to enable them to correspond with each other in various matters such as newsletters, etc.

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*Disabled American Veterans
Executive Honored*

The President's Committee on Employment
of the Physically Handicapped

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THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment
of the Physically Handicapped

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Chairman

Earl Bunting, Gordon M. Freeman
Vice Chairmen

William P. McCahill
Executive Secretary

Vol. X, No. 8

February 1960

Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

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The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Civil and Defense Mobilization, and the Administrator of the General Services Administration.

Use of funds for printing this publication
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Bureau of the Budget, June 11, 1959



Vice Adm. Ross T McIntire
(MC), USN Ret.

Admiral McIntire Buried in Arlington Cemetery With Full Military Honors

THE FIRST Chairman of the President's Committee, Vice Admiral Ross T McIntire, (MC), USN Ret., died suddenly in Chicago, December 8, and was laid to rest with full military honors December 14 in Arlington National Cemetery following Methodist services in the Fort Meyer Chapel.

Paying their last respects at the chapel and graveside were men and women who had served with Dr. McIntire in a dozen different causes and major undertakings. Largest group came from the President's Committee, including all Executive Staff members, several Executive Committee members, and associates from the Bureau of Employment Security, Office of Vocational Rehabilitation, and the White House.

Admiral McIntire, who served as Chairman from 1947 to 1954, had pre-

sided at a People-to-People Committee for the Handicapped meeting, of which he was Co-Chairman, the Friday previous to his death. His last words to his associates in Washington as he waved his hand and went out the door were almost prophetic, "You'll have to take it from here. I have to catch a plane."

Robust of limb and strong of mind at 70 years, Dr. McIntire had displayed the football stamina of his early youth right up to the end. At the time of his death he served on the Executive Committee of the President's Committee and was chairman of an Ad Hoc Committee on a Census of the Handicapped which had been exploring possible sites for a pilot project utilizing volunteers to obtain a local census of the handicapped.

Although his lifespan included many careers, it was the Navy which was his first love and in which he spent most of his working life as a Doctor and administrator. He was personal physician to the late President Franklin D. Roosevelt and Surgeon General of the Navy during World War II. He saw the Bureau of Medicine and Surgery expand under his direction to an organization larger than the peacetime Navy.

Many of today's modern "miracles" of rehabilitation were first perfected during the war by the Bureau of Medicine and Surgery and today's National Naval Medical Center at Bethesda, Md., is in many ways a lasting monument to Admiral McIntire who convinced both the President and Congress of the Nation's need for such an establishment.

But Dr. McIntire was also a distinguished National Director of the American Red Cross Blood Program for several years after leaving the Navy and concurrently with his service as President's Committee Chairman. At the time of his death, he was Executive Director of the International College of Surgeons and a tireless worker for international medical research and liaison among nations. In the summer of

1959 he led a group of surgeons and their wives across Europe and into Russia on a "People to People" type journey of understanding.

He is one of the few persons ever to serve on two Goodwill Industries Boards at the same time, serving both on his native San Diego, Calif., Board and on the Davis Memorial Board in Washington, D.C. His interests were catholic in the widest sense and he served actively on the Marine Corps War Memorial Foundation as well as numerous private and medical boards and commissions. He never seemed too busy to help someone needing assistance, and through the years he traveled into most of the States for the President's Committee both during and after his chairmanship.

Letters to Mrs. McIntire addressed via the President's Committee will be forwarded. The Navy is establishing a McIntire Memorial in its Bureau of Medicine and Surgery and will house all the Admiral's memorabilia at the Medical Center in Bethesda. The Executive Committee of the President's Committee will consider suitable means for memorializing the name of the first Chairman at a later date.

John W. Burris of DAV Honored

JOHN W. BURRIS, National Director of Employment Relations of the Disabled American Veterans, for many years an active member of the Executive Committee of the President's Committee, was presented with a Citation for Meritorious Service at the fall meeting of the Executive Committee held in Washington, November 16.

Mr. Burris was cited for his per-

sonal efforts in the promotion of placing handicapped workers in jobs, particularly disabled American veterans. The presentation was made by Earl Bunting, Vice Chairman of the President's Committee. (See cover photo.)

Mr. Burris is currently on leave from the Disabled American Veterans and expects to return to other duties in January.

HIGHLIGHTS OF 1959

PCEPH PROGRAM

EDITOR'S NOTE: *The following highlights do not constitute an "annual report," for the staple items such as awards, essays, public relations, etc., are not pinpointed here. This is, however, a résumé of major developments, most of them new, during 1959.*

THE YEAR, 1959, found the activities of the President's Committee stepped up in several categories as the routine functions of the Committee continued to operate effectively throughout the States and Territories.

Major activities noted during the year included long steps forward in the establishment of building standards pertaining to adequate access for physically handicapped men and women to public and private buildings.

The American Standards Association has agreed to lend its support to a study with the object in view of creating standards of procedure in this regard. In most cases, once American standards are established, many metropolitan areas and towns and villages will incorporate these standards into their existing building codes.

Many reports have come in from widely separated sections of the country indicating that many communities have already taken steps to build adequate access for the handicapped into new construction. It is expected that this movement will gain strong impetus during 1960.

Widespread development of the Coordinator System in the Federal service also was accomplished during 1959.

Originating with a directive issued by the Civil Service Commission, coordinators, whose duty it is to take the responsibility for the welfare and interests of handicapped workers in the Federal establishment, were first established in every major Federal agency or bureau in Washington, D.C. Subsequently, the Coordinator System was extended to Federal field establishments in every State and Territory. First indications are that this special attention devoted to the problems of the physically handicapped worker in the Federal service has produced big dividends in efficiency and morale.

Vending Stands

During 1959 a special Ad Hoc Committee on Vending Stands for the Blind continued its efforts to make more effective the provisions of the Randolph-Sheppard Act which provides for giving blind persons preference in the operation of vending stands in Federal buildings. Intensive efforts were made to develop a closer operating relationship between the Office of Vocational Rehabilitation, which supervises the Blind Vending Stand Program, and the General Services Administration which provides space in Federal buildings for the vending stands. It has been found in the past that in many instances the provisions of the act were not being complied with to the letter.

In the spring of 1959, the Executive Committee approved reconstitution of

the Compensation Benefits Committee. This committee will make a thorough study of Workmen's Compensation law and fringe health benefits as they affect employment of physically handicapped workers. It is stressed that this committee will not support or oppose any types of legislation but will function as an educational and research unit.

NEPH Week, 1959, kept pace with all previous years. While it is too soon to give complete results of the time donated by the broadcasting industry, sufficient reports have been received by the Veterans Administration radio and television section, which annually compiles NEPH Week broadcast results, to show that the past year broke all records in voluntary support of the hire-the-handicapped program by television and radio stations. An incomplete report from the VA just prior to Christmas showed that donated time by the broadcasting industry during NEPH Week, alone, in 1959 would far exceed \$2,500,000 which, by even this early estimate, is a quarter of a million dollars more than 1958. Full details will be printed in *PERFORMANCE* when VA compiles its final report.

Employees Only

The 13-minute, 16mm, black and white film, "Employees Only," produced for the President's Committee by Hughes Aircraft Co. received national distribution and nomination for an Academy Award as the most outstanding documentary film of the year. Five 1-minute TV spots were also produced featuring President Eisenhower; Mrs. Louise Lake and Dr. Anne Carl-

sen, "Handicapped Americans of the Year" for 1957 and 1958, respectively; the famous movie actress Loretta Young; and Selective Service Director Lt. Gen. Lewis B. Hershey. Almost the entire year was devoted to the preparation and revision of script for a new film to be titled, "The Biggest Bridge in Action" planned for release early in 1960 by Mutual of Omaha. This film is primarily designed for "knife and fork" circuit, but will be tailored for use on 30-minute television spots. The film runs 29 minutes with sufficient time for opening and closing announcements.

Commemorative Stamp

Final approval of a commemorative postage stamp on the hire-the-handicapped theme was announced by Postmaster General Arthur Summerfield. This stamp will be issued on the opening of the 1960 Eighth World Congress of the International Society for the Welfare of Cripples at the Waldorf-Astoria in New York City, August 28-September 2, 1960. A special post office will be set up at the convention headquarters in the Waldorf-Astoria for the sale of first-day covers and sheets of stamps.

Demand for the monthly magazine, *PERFORMANCE*, continued to increase with individual requests for inclusion on the mailing list running between 25 and 50 per month. Special additional bulk mailing of the magazine occurred on several occasions during the year.

The PCEPH Newsletter continued to show its influence on the hire-the-handicapped promotion and educational program in the States. In 1956,

the President's Committee Newsletter was first issued to State and Territorial committees. At that time, only six State committees on the handicapped were also publishing a newsletter. As the President's Committee Newsletter made deep penetration throughout the country, within a year State Newsletters had increased to 20, in 1958 to 30; and, by end of 1959, to 34. There are indications that other States are contemplating the publication of similar newsletters. This activity has also penetrated to community committees. Four local committees, Rochester, N.Y.; Danville and Bristol, Va.; and Boise, Idaho, are now publishing community newsletters which are proving highly effective.

Employer Committee

The 1959 meeting of the Employer Committee of the President's Committee was held September 11 at the Dupont Country Club, Wilmington, Del., with a large attendance. Walter D. Fuller, chairman of the committee, presided and Rudolph Bannow, National Vice President, National Association of Manufacturers, delivered the principal address.

Annual presentation of President's Committee's top awards was conducted with the usual national publicity. The President's Trophy went to Anne H. Carlsen, Ph. D., Jamestown, N. Dak., Superintendent of the Crippled Children's School in Jamestown, who was named "Handicapped American of the Year" for 1958. In accepting the trophy, Dr. Carlsen said in part that "it could only be a great country like the United States that would give presi-

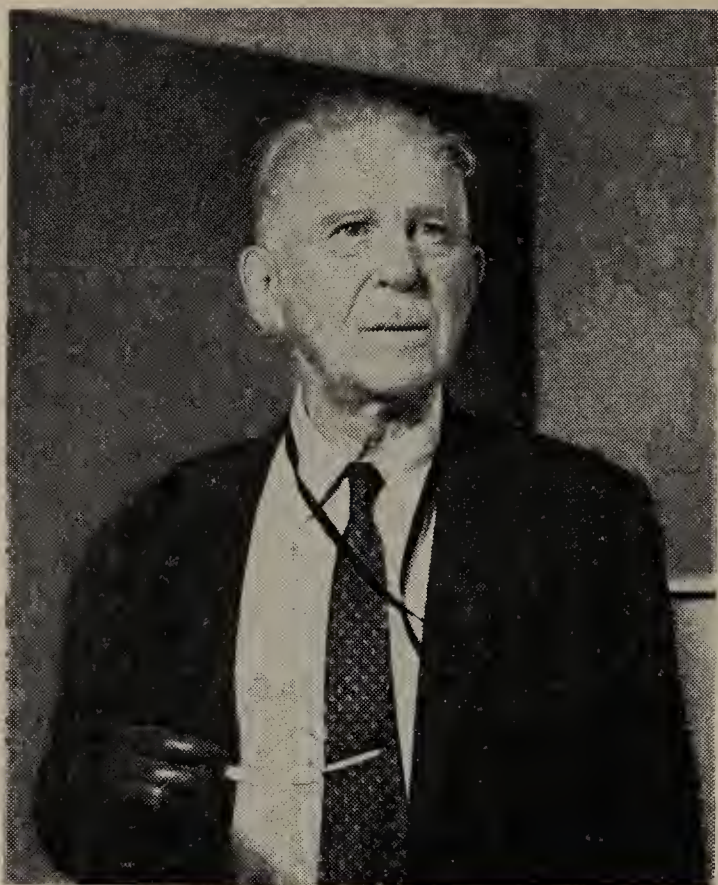
dential recognition to a very ordinary person whose only claim to distinction is doing the ordinary things of life, in spite of physical disability. . . . No man is an island and the handicapped are no exception. They need the help of family, friends, employers, and the community."

Vice President Richard M. Nixon presented the Annual Essay Contest Awards to the winners of the 1959 contest at the annual meeting in May. First prize: \$1,000, Barbara Joan Zimmer, Glen Ridge, N.J.; second prize: \$400, Elizabeth O'Brien, Somerville, Mass.; third prize: (tie) \$250 each, Diane Joy Collins, Coventry, R.I., and Brian O'Leary, San Antonio, Tex.; fifth prize: \$100, Margaret O'Meara, Lake Charles, La.

Sir Kenneth Coles, President of the International Society for the Welfare of Cripples, a resident of Sydney, Australia, was the principal speaker at the annual meeting luncheon at the Willard Hotel, May 8. Lt. Gen. Lewis B. Hershey, Director of the Selective Service System, made an important address the morning of the second day.

The Public Personnel Award of the year went to J. Edgar Hoover, Director of the Federal Bureau of Investigation. The Physician's Award was presented to Dr. Howard Rusk, Director of the New York University-Bellevue Medical Center of New York City. There were four Distinguished Service Awards to the Department of the Air Force; United States Employment Service, BES; Office of Vocational Rehabilitation, HEW; and the United States Civil Service Commission.

(Continued on p. 10)



Double Amputee Mathematician Honored at Sorbonne

Dr. Solomon Lefschetz

A 75-YEAR-OLD, Russian-born engineer who came out of retirement in the United States last year because he was convinced that Soviet rocket achievements were based on a tremendous lead over the West in his specialized field of mathematics recently flew to France to receive a tribute from the Sorbonne.

Dr. Solomon Lefschetz, Professor Emeritus of Princeton University and director of a mathematical research center at Research Institute for Advanced Study, near Baltimore, was the lone American scientist to receive an honorary doctorate at impressive ceremonies in mid-October marking the opening of the new school term at the historic University of Paris.

Vigorous and alert despite his age, Dr. Lefschetz supervises the research of the largest group of mathematicians in the Western World studying "nonlinear differential equations"—the fantastically involved mathematical systems which underlie almost every natural

movement, including those which must be understood in order to develop more accurate rocket control systems.

Born in Moscow in 1884, Dr. Lefschetz studied in France and came to the United States shortly after receiving his engineering degree from the École Centrale in Paris in 1905. His early career as an engineer was interrupted by a laboratory accident in which he lost both hands and forearms, but in this country he returned to school despite his handicap and received a Ph. D. in mathematics from Clark University, Worcester, Mass., in 1911.

Dr. Lefschetz, one of this country's greatest living mathematicians, is convinced that the Russians' success in guiding their moon rockets means that their control systems are based on this little-heralded field of mathematics. He has followed the work of Soviet scientists in international journals, and it was the shock of the Sputnik launch-

ings which persuaded him to leave retirement to establish and head the group at RIAS.

Dr. Lefschetz, who is internationally renowned in several branches of mathematics but who has focused his attention on nonlinear differential equations for a little over a decade, now directs the investigation of 17 topnotch mathematicians in the rambling suburban mansion which is the site of the Research Institute for Advanced Study.

Even though the RIAS group constitutes the largest concentration of specialists in these equations on this side of the Iron Curtain, Dr. Lefschetz explains wistfully that it is only about one-tenth the size of a single institute in Moscow, which is only one of several counterparts in the Soviet Union.

Although RIAS is a division of the Martin Co., which manufactures missiles, the work carried on by Dr. Lefschetz and his staff there is "basic" or "pure" research, not tied to any product or product application. The scientists are completely free to select their own fields of study, and the mathematics group is now studying the fundamental nature of the equations themselves.

Teaches in Mexico City

Dr. Lefschetz' energies and activities belie the usual idea of a brilliant mathematician as a man who sits at a desk all day. An enthusiastic world traveler with a speaking knowledge of six languages, he spends about half of each year in Mexico City, where he is a professor at the National University.

Somehow he also finds time to edit a prominent scientific journal entitled

Contributions to Non-Linear Oscillations, and for more than 25 years, he edited another, *Annals of Mathematics*. His latest book—his eighth—appeared only last year, and the quiet, bright-eyed septuagenarian is at work now on a ninth.

After teaching mathematics at the University of Nebraska and the University of Kansas, he began his long association with Princeton University as a visiting professor in 1924. In 1933, Dr. Lefschetz became a Research Professor at Princeton, and from 1945 until his academic retirement in 1953 he was chairman of the University's Department of Mathematics.

Has Received Many Honors

Dr. Lefschetz has already received most of the top honors his profession can bestow. At the age of 35 he was awarded the Bordin Prize by the French Academy of Science for his work in algebraic geometry. In 1956 he received the Antonio Feltrinelli International prize, valued at \$8,000 and awarded periodically by the Accademia Nazionale dei Lincei in Rome.

He is a past president of the American Mathematical Society, and that group selected him for its Bôcher Prize in 1924. He is a member of the U.S. National Academy of Science and the American Philosophical Society, and he is a corresponding member of the French Academy.

Recently the Princeton University Press published a special book in honor of Dr. Lefschetz, in which eminent scholars appraised his various contributions to the science of mathematics over more than half a century.

Earl Bunting Addresses National Industrial Council

STRESSING the voluntary nature of the hire-the-handicapped program in the United States, Earl Bunting, former President of the National Association of Manufacturers and a Vice Chairman of the President's Committee, urged increased consideration of the abilities of physically impaired workers in an address before the National Industrial Council at the Waldorf-Astoria, New York City, December 1.

"We must have job opportunities for our rehabilitated handicapped workers," Mr. Bunting said, "and we want them to open up the voluntary way—through the private initiative of the American employer. We ask company presidents, personnel directors, plant managers and foremen to give equal employment opportunity to the physically handicapped workers in their communities. Many get this opportunity but many more do not.

"We urge those employers who are not giving the handicapped job opportunities to pause and question the basic assumptions on which they have been operating—to review their requirements in hiring, work assignments and promotion—to change their concepts and adopt realistic hiring practices that permit handicapped workers to qualify for available jobs on the basis of their ability to do these jobs."

The speaker pointed out that the President's Committee at no time sponsors or opposes any legislation. "However," he said, "the Committee urges

workmen's compensation officials to speed up referrals of injured workmen to rehabilitation agencies and tries to encourage physicians who make pre-employment physical examinations to look at the 'whole man' rather than only at his disability."

"We urge employers," Mr. Bunting said, "to adopt nondiscriminatory employment policies—the kind that accept the principle that an individual's ability and not his disability should be the first consideration in determining his capacity for employment."

The speaker also noted the need for improvement in second-injury fund laws in the States as well as liberalization of workmen's compensation laws.

"Workmen's compensation laws," he said, "must give the employer parity of risk if he employs handicapped workers. He must not be left open to unfair liability."

In closing Mr. Bunting struck a heartening note: "It is encouraging to me to know," he said, "that the trend is toward this kind of protection for both the worker and the employer who gives him a job. Connecticut recently improved its workmen's compensation law and removed restrictions on the use of the second-injury fund. Now the fund may be used in cases where there is an increase in disability. Before, use of the fund was limited to cases of total disability—and rarely used.

"As I have told you, the President's
(Continued on next page)



Barbara Gunderson Discusses Federal Jobs for Disabled

THE PRINCIPAL speaker at the late 1959 meeting of the Oklahoma Rehabilitation Association in Oklahoma City was Miss Barbara Gunderson, Commissioner, U.S. Civil Service Commission. Miss Gunderson spoke on the prominent role being played by the Federal Government in employing physically handicapped workers. She also expressed admiration for the fine program being conducted by Tinker Air Force Base, which has a hiring roll of approximately 25

percent physically impaired workers.

Miss Gunderson was introduced by Thomas R. Greening, Liaison Officer of the President's Committee.

In the above photograph, left to right, are: Congressman Ed Edmondson, Oklahoma; Mr. Greening; Miss Gunderson; E. B. Whitten, Executive Director of the National Rehabilitation Association, Washington, D.C.; and Dr. Waldo Stephens, Chairman of the Oklahoma Committee on Employment of the Physically Handicapped.

Committee does not endorse, recommend, or oppose any particular type of legislation. We believe that this is solely the prerogative of the States and Committee-affiliated organizations. But you gentlemen in this room have

spent many years—and perhaps, literally millions of hours of time wrestling with these problems. It is my opinion that some more hard work will enable you to find ways and means of meeting the situations.”

Highlights of 1959

(Continued from p. 5)

Plans were brought to completion for a new Cartoonists Committee made up of the leading comic strip cartoonists of the Nation. Allen Saunders, author of "Mary Worth" and "Steve Roper" is chairman of the committee. Members include Milton Caniff, "Steve Canyon"; Charles Schultz, "Peanuts"; Chic Young, "Blondie"; Al Capp, "Li'l Abner"; and Chet Gould, "Dick Tracy." More famous cartoonists are expected to join the committee in 1960.

Library Committee

Several meetings were held with representatives of the American Library Association and the Library of Congress during 1959 to discuss organization of a new Library Committee. This committee would have as its main objectives the creation of shelves of rehabilitation and placement literature in major libraries throughout the country; the creation of special displays in library lobbies, particularly during NEPH Week each year; the provision of special research material to be always available for secondary school students participating in the National Essay Contest; cooperation by local libraries in public meetings; and special broadcasts designed to encourage greater acceptance of handicapped workers.

Other highlights of 1959, which gave the President's Committee program additional national prominence, was the article by General Maas, titled, "Don't Pity Us Handicapped," which appeared in the September 5, 1959 issue of the Saturday Evening Post.

General Maas also made a personal appearance on two network shows which covered the Nation during NEPH Week, October 4-10. He appeared on the Dave Garroway morning show, "Today," on Tuesday, October 6. Dave Garroway, Charles Van Doren, and Bambi Lynn participated in a discussion of the hire-the-handicapped program followed by an interview of General Maas by Garroway. The General was also interviewed on a nationwide radio network by Steve McCormick, well-known announcer of the Mutual Broadcasting System. General Maas reported on progress to date on the hire-the-handicapped program and the role which the people of the United States can play in creating a warmer climate of acceptance of handicapped workers in every State in the Union. Mail received since these network broadcasts indicates an extremely large audience on both occasions.

Regional Meetings

During fiscal 1959, four major regional meetings were held throughout the country by the President's Committee. The regional meetings were convened to make it possible for groups of adjacent States to get together in order to exchange ideas and work out mutual problems in furthering the operation of the hire-the-handicapped program in their respective States. A regional meeting was held November 13-14, 1958, in Montgomery, Ala.; in Indianapolis, Ind., November 20, 1958; in Dallas, Tex., April 10, 1959, and in Atlantic City, N.J., May 18 and 19, 1959.

At a meeting of the Executive Com-

mittee of the President's Committee on May 6, it was decided that the President's Committee staff should probe the possibilities of including a national program of education and publicity in regard to the desirability of providing employment for workers who have been restored from mental impairment. A recommendation that the word "physically" be eliminated from the title of the President's Committee was defeated. Reports were given by chairmen of subcommittees of the President's Committee.

Advisory Council

The Advisory Council of the President's Committee on February 17, 1959, submitted a special report to President Eisenhower of actions taken and plans for the future. Reports of their respective agencies were submitted by General Maas; Secretary James P. Mitchell, Labor; Secretary Arthur S. Flemming, Health, Education, and Welfare; former Secretary Lewis Strauss, Commerce; Former Chairman Harris Ellsworth, Civil Service Commission; and Sumner G. Whittier, Administrator of Veterans Affairs.

Secretary Mitchell's report indicated a record increase in the number of applications for work by the handicapped in 1958—472,659, a 5.6 percent increase over 1957. Greater emphasis was placed on employing the severely disabled during fiscal 1959, BES reported. The Women's Bureau of the U.S. Department of Labor published a booklet titled, "Help for Handicapped Women," which received national circulation.

Secretary Flemming reported a year of growth and improvement with 75,000 handicapped persons being rehabilitated by State rehabilitation offices, an increase of over 3,000 compared to the previous year. State rehabilitation agencies, he reported, served over a quarter of a million handicapped persons in 1958, an 8.3 percent increase over 1957. He also reported marked improvement in training techniques and the training of professional personnel.

Former Secretary Strauss noted his Department's cooperation with the President's Committee in arranging exhibits at overseas trade fairs. The Commerce Department's Business Advisory Council is now receiving President's Committee materials. The Federal Coordinator System was introduced into the Department of Commerce and greatly strengthened this part of the program, according to the Secretary. Mr. Strauss also noted that Commerce Department officials, during the year, attended all regional meetings of the President's Committee as well as the Annual Meeting in Washington.

Former Chairman of the Civil Service Commission, Mr. Ellsworth, gave details of the development of the coordinator program for the handicapped throughout the Federal structure. He noted that the first 5-day conference of coordinators from the entire country was to be held in July 1959. This subsequently occurred. He said the Commission was making efforts to improve its utilization of the selective placement technique. A survey of 30 of the larger Federal agencies is being con-

ducted toward this end. He mentioned the strong support given to NEPH Week, 1958, by all officials of the CSC. Mr. Ellsworth noted that Roger P. Jones, the present Civil Service Commissioner, was to be his successor.

Mr. Whittier noted the progress made in developing a program to improve design of public and private buildings to provide easier access for wheelchair and other impaired cases. Efforts to take better care of the interests of handicapped workers in vending stands in the Federal establishment was one of the activities headed by Mr. Whittier. Mr. Whittier also said that the vocational rehabilitation program of the Veterans Administration for disabled veterans was materially expanded during the year and that regulations have been improved to help disabled veterans make a smoother and quicker comeback to productive employment.

Pilot Census Program

The late Chairman of the President's Committee, Vice Adm. Ross T McIntire, made considerable progress as chairman of an Ad Hoc Committee, which is studying the possibilities of a pilot census of the physically handicapped. The work is still in the preliminary stages. Discussions also include the possibility of using the results of a pilot program as a guide for further census taking of the handicapped in communities all over the country. Adequate financing is one of the important roadblocks to overcome.

The committee on workshops, headed by Robert B. Lea, continued studies of the most effective methods of placing

handicapped workers in workshops throughout the country. It was emphasized that the committee is not primarily engaged in a study or the promotion of the so-called "sheltered" workshop, but is primarily interested in the type of shops where impaired workers may be trained to become permanent, productive employees in competitive industry.

Joint Statement

To lend further prestige and to stimulate greater activity during NEPH Week, 1959, the traditional Joint Statement was issued by the Associate Members of the President's Committee. This group is comprised of members of the Cabinet, the Administrator of Veterans Affairs, the Civil Service Commission Chairman, the Director of the Office of Civil and Defense Mobilization, and the Administrator of the General Services Administration.

This statement was distributed to the heads of all executive departments and agencies with a covering memorandum from Rocco C. Siciliano, Special Assistant to the President for Personnel Management. Mr. Siciliano's memorandum urges close attention to the content of the Advisory Council report which was also given governmentwide distribution. It particularly calls attention of executives to the policy concerning retention of Federal workers injured on the job as well as the sections of the report devoted to vending stands for the blind, access to Federal buildings, and the role of safety engineers in increasing job opportunity for handicapped workers in Federal departments and agencies.

Beholden To No One

CHRISTOPHER DEL SESTO

Governor of Rhode Island

AS A GROUP, the most pressing need, and most anxiously sought goal of the handicapped is to be beholden to no one.

They do not want charity from either private or public funds. They ask for no more and no less sympathy than that which we offer to any of our fellow citizens.

They ask only for a chance to stand proudly as individuals and to earn their own way by work that is within their physical capacities.

Surely these basic principles are right—right in logic—right in estimating what is economically possible—and right in being morally desirable.

There is refreshing and emphatic indication that the Rhode Island Governor's Committee will continue to educate, to inform, to give counsel and to make its influence felt on behalf of handicapped workers throughout the State.

I regard as highly significant the fact that in the first 8 months of this year the local offices of the Rhode Island State Employment Service registered an increase of 35 percent over the same period in 1958 in the number of handicapped workers placed on jobs. I am sure that the committee's presence on the economic scene plays an important, if supplementary part,



in this favorable news from the Department of Employment Security.

There remains the formidable problem of encouraging an ever-broadening interest and willingness among employers and personnel managers which will lead them to give equal consideration to handicapped workers as well as to job applicants who are without physical impairment.

In an effort to place the emphasis where it properly belongs—on *ability*, not on disability—and to bring this message to employers, new programs are being put into action.

It is generally recognized that the Governor's Committee can perform its greatest service to the handicapped by sponsoring a vigorously sustained informational program which attracts and holds the attention and support of our citizens.

I am glad to say that the Governor's Committee has found staunch and willing allies in the press, both daily and weekly, and in radio and television stations, the outdoor advertising companies, retail stores, and many other places of business and industry.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

B'nai B'rith Official Cited



SIDNEY G. KUSWORM of Dayton, Ohio, needed both hands to hold awards presented in one evening during the recent B'nai B'rith District 5 Convention in Washington, D.C. Mr. Kusworm, National Treasurer of the Jewish service organization, was presented with the Citation for Meritorious

Service of the President's Committee by Maj. Gen. Melvin J. Maas, USMCR Ret., Chairman of the Committee. He also was given the National Foundation's "Outstanding Achievement" Citation by Warren T. Kingsbury, Assistant Director of Chapters of the polio-fighting organization.

PLAN NOW TO ATTEND
1960 ANNUAL MEETING
THE PRESIDENT'S COMMITTEE
MAY 5 AND 6

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Performance

THE STORY OF THE HANDICAPPED



New Cartoonists Committee Chairman
At Vice President's breakfast.

The President's Committee on Employment
of the Physically Handicapped

FEB 23 1960

MARCH 1960

UNIVERSITY OF ILLINOIS



Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment
of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Earl Bunting, Gordon M. Freeman
Vice Chairmen

William P. McCahill
Executive Secretary

Vol. X, No. 9

March 1960

Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

Contents

Cover Photo: (Left to right) Vice President Richard M. Nixon, Maj. Gen. Melvin J. Maas, and Allen Saunders. See story on page 1.

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Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Civil and Defense Mobilization, and the Administrator of the General Services Administration.

Use of funds for printing this publication
has been approved by the Director of the
Bureau of the Budget, June 11, 1959

Top Nation's Cartoonists Organize To Help Hire Handicapped

THE MOST PROMINENT strip and editorial cartoonists in the Nation have enthusiastically joined a new movement to place the tremendous impact of their medium behind the Hire-the-Handicapped program.

A strong supporter of this movement is Vice President Richard M. Nixon who has, since the Eisenhower administration took office, addressed the Committee's Annual Meeting and cooperated in publicity phases of the program.

On December 15, 1959, the Vice President was host at a breakfast in his own private offices in the United States Capitol building to the new Cartoonists Committee of the President's Committee.

Allen Saunders Is Chairman

Chairman of this new Committee is Allen Saunders, owner-author of the well known "Mary Worth" and "Steve Roper" strips.

This group includes such national and internationally known names as Walter Lister, Chairman of The Newspaper Comics Council and Executive Editor of the Philadelphia Bulletin; Milton Caniff, "Steve Canyon"; Al Capp, "Li'l Abner"; Chic Young, "Blondie"; Charles Schulz, "Peanuts"; Chester Gould, "Dick Tracy"; Mort Walker, "Beetle Bailey"; L. D. Warren, Editorial Cartoonist, Cincinnati Enquirer; and Scott Long, Editorial Cartoonist, Minneapolis Tribune and Des Moines Register.

William P. McCahill, Executive Secretary of the President's Committee, was master of ceremonies at the breakfast and welcomed both Mr. Saunders and the other cartoonists as members. General Maas made a warm welcoming speech and assured the cartoonists of the deep appreciation of the President's Committee for their generous support.

Toward the conclusion of the breakfast, Vice President Nixon, who had an earlier commitment, joined the breakfast, and talked seriously for 45 minutes about the great opportunity the cartoonists of America have to place further emphasis on the desirability of persuading American industry to hire qualified handicapped workers. In response, General Maas thanked the Vice President for his many years of support and expressed the deep appreciation of the President's Committee to the cartoonists in the new Committee who are going to help hire the handicapped in the coming years.

A series of photographs, posed with Mr. Nixon, were taken of each cartoonist attending the breakfast.

After Mr. Nixon had departed for another engagement, a business session of the new Committee was held in which plans for participation by the cartoonists in the Annual Meeting of the President's Committee, May 5 and 6, were discussed. Preliminary discussions were held concerning the publication of a booklet, including contributions from all of the cartoonists on

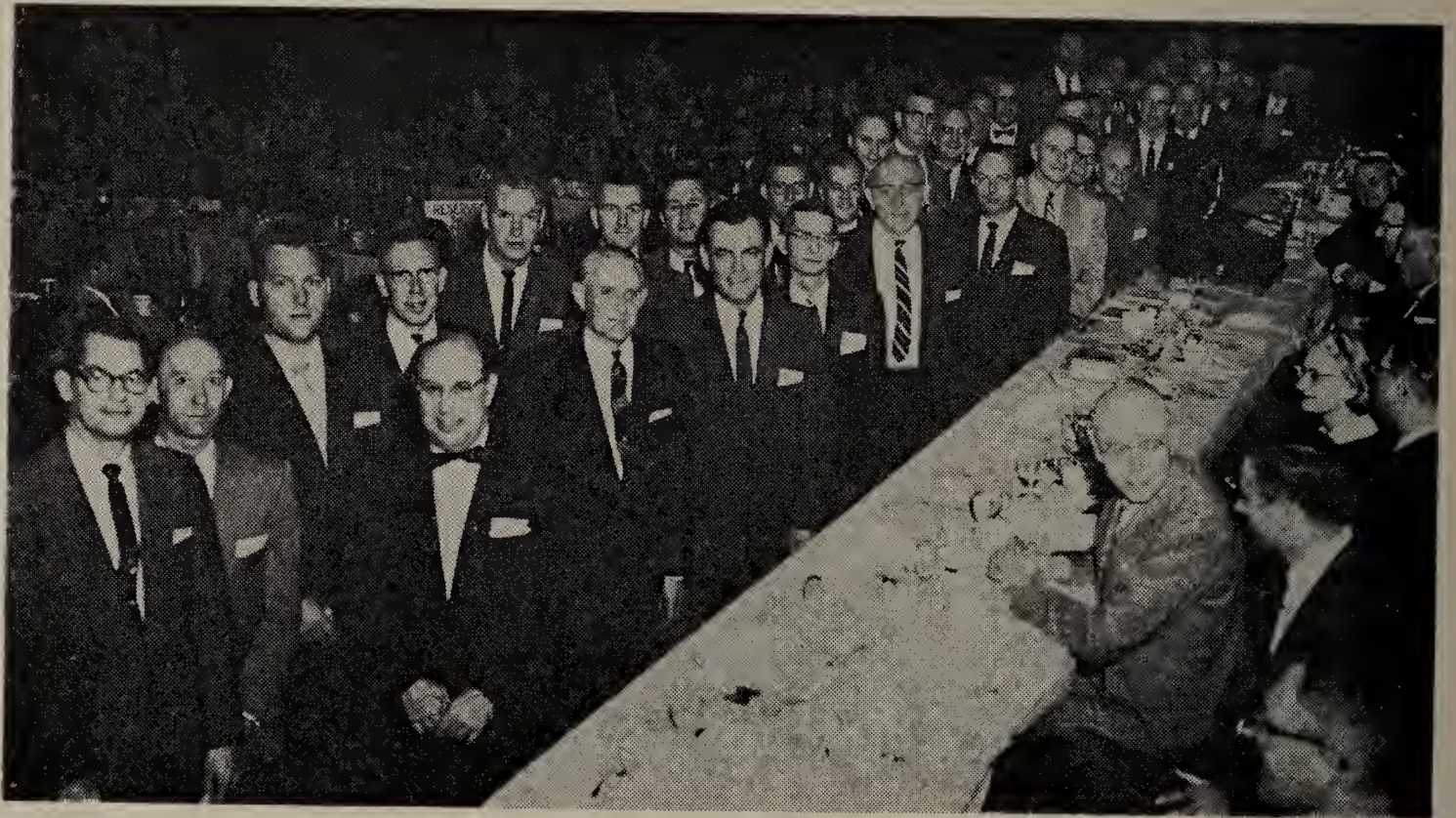
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the Committee, emphasizing the Hire-the-Handicapped theme.

Since the breakfast, final arrangements have been made for the Cartoonists Committee to put on a variety show as the final item on the May 6 morning program. The cartoonists will entertain the delegates to the meeting for approximately 1 hour.

The breakfast was attended by prominent members of the working press in Washington, and national publicity was given to the event.

(The cover photo shows Allen Saunders (right) with Vice President Nixon and General Maas at the breakfast. Mr. Saunders is receiving his Certificate of Appointment.)



York Foremen Discuss Handicapped

IN HIS ADDRESS before 500 members of the Foremen's Club of York, Pa., at their November 18 meeting, Earl Bunting, Vice Chairman of the President's Committee, said "There are millions of job foremen in this nation. You can be the core of a movement which could help speed the change of attitudes among modern industry toward physically handicapped workers.

"I wouldn't appeal to you on the basis of humanitarianism. I appeal to your basic dignity, your sense of rightness."

At this meeting which was devoted to the handicapped program, 47 York County employers (shown above) each received a President's Committee Employer's Merit Award for maintaining consistent policy of hiring physically impaired but qualified workers.

This awards program was sponsored by the Manufacturers' Association of York in cooperation with the Pennsylvania Governor's Committee on Employment of the Physically Handicapped, the York County Committee, and the Pennsylvania State Employment Service.

Wide Attendance Expected At Eighth World Congress

EDITOR'S NOTE: *The following article is one of a series which has been appearing monthly in the Bulletin of the National Society of Crippled Children and Adults.*

THE ORIGINAL estimate of 5,000 registrants for the Eighth World Congress of the International Society for the Welfare of Cripples may need to be revised upward.

This was the forecast made recently by Howard A. Rusk, M.D., congress president.

The Eighth World Congress is scheduled in New York, August 28 to September 2, 1960, with the Hotel Waldorf-Astoria as headquarters.

"Although I was not able personally to attend the Fourth Inter-American or the Mediterranean conferences on rehabilitation, reports from Sir Kenneth Coles, ISWC president, and others indicate tremendous interest in the Eighth World Congress. Many persons attending these meetings indicated they would be present at the congress in 1960," Dr. Rusk said.

"Interest, however, is not limited to these two areas of the world. The ISWC has already received letters from Vietnam, Nigeria, Iceland, and many other small nations indicating they would have delegates."

Originally it was estimated that of the 5,000 physicians, therapists, and other professional rehabilitation workers and volunteer citizens, 1,500 would be from outside the United States. The

National Society and the Canadian Council for Crippled Children and Adults will hold their annual meetings concurrently with the congress.

An important factor in the expected increase over the number of registrants originally anticipated, Dr. Rusk pointed out, is two meetings to be held just prior to and after the Eighth World Congress. The Third International Congress of Physical Medicine is to be held in Washington, D.C., the week of August 21, 1960, and the International Society of Orthopaedic Surgery and Traumatology will meet in New York City, September 4-10.

Irving M. Friedman Appointed

Among the latest appointments to the Congress Committee and officers is that of Irving M. Friedman, New York, as assistant treasurer. Mr. Friedman is executive secretary of the New York State Governor's Committee on Employ the Physically Handicapped and an instructor, Department of Physical Medicine and Rehabilitation, New York University College of Medicine.

Both Maj. Gen. Melvin J. Maas and William P. McCahill of the President's Committee are on the Eighth World Congress Committee. The General and Miss Mary Switzer, Director of the Office of Vocational Rehabilitation, are Co-Chairmen of the Government Committee, and Mr. McCahill is a member of the Government, Public Relations, and Tours Committees.



VA's Physical Medicine Director Cited

VA ADMINISTRATOR Sumner G. Whittier's expression plainly speaks his approval of the new award being given Dr. A. B. C. Knudson (right), much-honored Director of the Veterans Administration's Physical Medicine and Rehabilitation Service in

Washington, D.C. Maj. Gen. Melvin J. Maas, Chairman of the President's Committee, makes the presentation of a Citation for Meritorious Service for the VA Rehabilitation Chief's exceptional contributions in advancing employment for the handicapped.

Able or Disabled?

By William Edwards,
Counselor, Wisconsin State Employment Service

A TRULY heart-warming example of the placement of the physically handicapped has recently been experienced at the Milwaukee office of the Wisconsin State Employment Service. It typifies the cooperation desirable between employer and the agency.

The case centers around a 19-year-old

girl who has been permanently confined to a wheelchair after a polio attack in 1955. Upon graduating from a commercial high school course, she entered the Milwaukee Institute of Technology under the guidance of the State Board of Vocational Rehabilitation. Here, in

(Continued on p. 10)

"Tough" Employer Is Handicapped Himself

GEORGE M. NALLEY of Tacoma, Wash., believes in being "tough" on handicapped workers who come to him seeking work.

"They can't come in here to tell me their troubles and expect me to help them on that account," Nalley explains.

"I tell them they have to show what ability they have; they have to radiate some confidence in themselves. Then I'm willing to help."

Nalley knows what he's talking about. A World War II veteran with all four limbs paralyzed, he sits in a wheelchair behind the desk at a 700-employee food-processing plant in Tacoma where he is employee relations manager.

He suffered a broken neck while serving in the Pacific as a Marine Second Lieutenant.

His legs are completely paralyzed, and he has but the barest use of his hands. Since it is difficult for him to grasp a pencil, he works with the aid of a secretary who takes dictation. He has a special telephone which he can operate with the flick of a finger.

If the floor is smooth and level, he can propel his own wheelchair. Otherwise he needs assistance.

When Nalley came out of service, he received VA hospital care, counseling and rehabilitation. He has been on his own ever since, except for time out for bone surgery in 1950, and additional medical treatment last year, both in the Long Beach, Calif., VA hospital.

In addition to his job, he has become something of a legend for the contributions he has made to the "Hire

the Handicapped" movement in his home city.

Chairman of his County Committee on Employment of the Handicapped for 2 years, he revitalized the program from a token once-a-year affair to a year-round dynamic activity.

He wrote, produced, directed and taped on his own recorder a series of radio programs featuring interviews with handicapped workers on the job.

He initiated a program of telephoning employers in the county, asking whether they were hiring handicapped workers.

He arranged for the publication of a monthly bulletin going to several hundred local employers, listing handicapped men and women seeking work. Scores have been hired from these lists.

He sparked the "Hire the Handicapped" movement in a dozen other ways. And the result was that the local Employment Service records have shown increased hiring of the handicapped, even during the days when general employment was on the downswing in Tacoma.

Nalley has special ideas about hiring the handicapped. Sometimes even in his own plant he has trouble convincing foremen that handicapped workers can make valuable contributions.

"Many company executives realize that it is sound business to hire the handicapped," he says. "But at the foreman level, there still is some opposition. Some employers, too, still are underestimating the power of handicapped workers to produce important results for American Industry."

Nation's Top Cartoonists Back Hire-the-Handicapped Campaign

~~DIS~~ABLED
VETERAN



THE NATION'S most prominent cartoonists have joined in a new committee to do their share in the nationwide program to encourage employment of physically impaired men and women. The cartoons shown on this page are their first contributions and have been given national publicity.

Included on the committee are the authors or artists who control the most widely read cartoons in the country. Featured on these pages are cartoons by Milton Caniff, Al Capp, Mort Walker, and Saunders and Ernst. Two editorial cartoons are included—one by Scott Long, Minneapolis Tribune and Des Moines Register, and L. D. Warren, Cincinnati Enquirer.





New Occupational Health Service Established

By Kenneth A. Plummer, Associate Director of Public Relations,
Goodwill Industries, Chicago, Ill.

SINCE 1922 Goodwill Industries of Chicago has been serving handicapped men and women of the Chicago-land area. This nonprofit social agency (one of 127 such Goodwill Industries throughout the United States and Canada) provides employment, training and rehabilitation for physically, mentally, and socially handicapped persons.

The program of Goodwill Industries is a unique one. Discarded clothing, furniture, and household items provide materials for this program of helping people to help themselves. Working with articles contributed to Goodwill Industries by the homemakers and the housewives of Chicago, Goodwill's workshop supervisors, training directors, and therapists provide individual work and training programs for selected handicapped persons.

Many skills are taught—radio repair, shoe repair, television repair, furniture upholstery, sewing, pressing, and fur renovating. The articles, put into salable condition, are sold in the Goodwill stores and the income from their sale provides the salaries for these workers who are in various stages of rehabilitation.

Goodwill Industries is keeping pace with the growing needs of the individual in this modern society. In addition to employment and training, many health and welfare services are at the disposal of the Goodwill workers: the

services of an industrial psychologist, free clinic time, medical services on referral basis to outpatient clinics, and counseling and guidance services of a Chaplain, a trained social worker.

In recognition of the benefits, tangible and otherwise, which are conceded to result from preventive medical services for workers at their place of work, an employee health program was established in September 1958.

The services of a physician are available on a part-time basis—4 hours weekly—and the services of a registered professional nurse are available on a full-time basis. The nurse, Caroline Olsen, R.N., functions as a member of the health team concerned with and dedicated to accomplishing the organization's main objective—maximum rehabilitation of the individual to the end that he may be an independent self-sustaining human being.

Preplacement examinations are done on each prospective employee and periodical examinations are done on workers currently employed at Goodwill Industries. An interpretation of the physical findings is made to management for the purpose of proper placement of the individual. An individual health record is kept on each worker. Appropriate interpretation of examinations is made to authorized representatives of management. This is done so that the placement director may know

(Continued on p. 13)

Blind Woman Wins by Positive Thinking

By Norman Vincent Peale



EDITOR'S NOTE: *Recently one of the many stimulating articles by Dr. Norman Vincent Peale was brought to our attention. Because of its special appeal and because the principal character in the article has made a success in the restaurant business, we are reprinting it in PERFORMANCE.*

ONE NIGHT I was invited to a dinner party in San Francisco. My hostess was a charming Mexican woman and the dinner she served was a Mexican dinner.

I have had some very good meals in Mexico itself but I never had a Mexican dinner like this one. There were 16 courses. They weren't large courses—fortunately for my waistline—but every course was delicious and different. As each was served, my hostess explained how it was prepared, and the history and background of the particular dish.

I soon learned that this woman was one of the world's great experts on Mexican food. She had owned a famous San Francisco restaurant; she had written a successful cookbook. She was a happy, bubbling personality

and one of the most charming hostesses I have ever met. And she had cooked all 16 courses of our dinner with her own hands.

Yet this woman, Elena Zelayeta, is totally blind.

The natural question to ask her was how she was able to cook. Her answer was quick. "Sightlessness doesn't make any difference," she said. "You cook by the sense of feel, the sense of taste and the sense of smell. I have all three of them left."

Her story is a fascinating one. Blinded early in life, she was dependent on others. When she married, she transferred this dependence to her husband. Then, one evening, she was alone at home when her telephone rang. She groped her way to the instrument, picked it up and a voice told her, "Your husband has been killed in an accident!"

The blow seemed too great to bear. But, as she told me that evening, she struggled within her darkness and finally got hold of herself. She turned her thoughts to God with all the intensity that was within her and, one day, in

(Continued on next page)

that terrible darkness, she says that she felt a great, enormous hand take hold of her own and lift her up.

From that day forward she became a transformed person. She traveled up and down the coast demonstrating her cooking secrets to big audiences, wrote books of inspiration, ran a packaging business as well as a restaurant. She has been very successful.

I asked her that night just what the secret of her success was. Her answer is priceless in its wisdom.

"I always act," she told me, "as if the impossible were possible all the time."

Believe me, there is a philosophy of life worth developing!

This woman's life is but one example of the power of positive thinking—a technique I have seen demonstrated over and over again in the lives of countless people to lead them to richer and fuller living.

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Able or Disabled

(Continued from p. 4)

addition to improving her typing and shorthand abilities, she took courses in accounting, business law, business math, and English. Her one-year course was completed in June 1959, and she immediately approached the WSES for placement service.

After a thorough search of the clerical orders, the employment counselor found a job listed for the Professional Photographers of America which indicated a preference for a handicapped person. The employer's representative, Miss Norma Goman, was looking for a girl to transcribe from the Gray autograph machine, and she preferred someone with shorthand ability. A telephone contact brought Miss Goman to the WSES office where the job interview took place. The employer went out of her way in every conceivable manner to assist this disabled girl. To determine the girl's ability to operate the dictating machine, Miss Goman called her office to instruct a messenger boy

to deliver a foot pedal. Since the applicant's right leg was not totally paralyzed, she had little difficulty in performing this operation. Miss Goman contacted the building superintendent to arrange for the installation of a small ramp at the step leading to the women's restroom. There were facilities in the office for preparing noon meals.

This is an example of an ideal employer-employee cooperative effort in the employment of the handicapped. The employee provided her prospective employer with a needed skill. In the eyes of her employer she was *able*, not *disabled*. The employer furnished the understanding, patience, and sincere desire to help this girl find gainful employment. Most handicapped people will not find the road to the right job as smoothly paved. The placement of the disabled girl, however, could be the rule rather than the exception if more employers had the attitude displayed by Miss Goman.

"It's What You Have Left That Counts"

By Donald A. Hallman
VA Field Representative

EDITOR'S NOTE: *Mr. Hallman, a U.S. Marine during World War II, lost a leg in the Battle of the Pacific.*

ON THE golf course in the summer, or the ski slopes in the winter, you will find Stan Zakas, a World War II veteran whose right leg is amputated at the hip.

Forced to wear a hip disarticulation prosthesis, especially adapted for men who have lost a leg in its entirety, Zakas does more with what he has left than most able-bodied men attempt.

He skis by attaching miniature skis to a pair of elbow-style crutches and in reality does his skiing on three skis, one for each crutch and the third for his good leg. He is active in the Cleveland (Ohio) Ski Club and takes many trips to ski areas.

He golfs. An officer in the National Amputee Golf Association, he has played in all ten of its national tournaments. He tied for first place in the 1958 tournament at Baltusrol in New Jersey but lost in the playoff. He was a member of the Fenn College golf team.

He swims, dances, bowls, and plays handball. For 5 years after World War II, he was the only member of an amputee softball team with an above the knee amputation. This team, by

the way, won berths in the playoffs of Cleveland's Muny "B" division 3 of the 5 years he was on it.

In fact, he does almost everything well and has served on the Board of Trustees of Possibilities Unlimited, Inc., an amputee organization in Cleveland which specializes in helping new amputees over the rough spots. He has demonstrated the use of his prosthesis and golfing techniques before groups of amputees, professional groups, physical education students and teachers, and employment personnel.

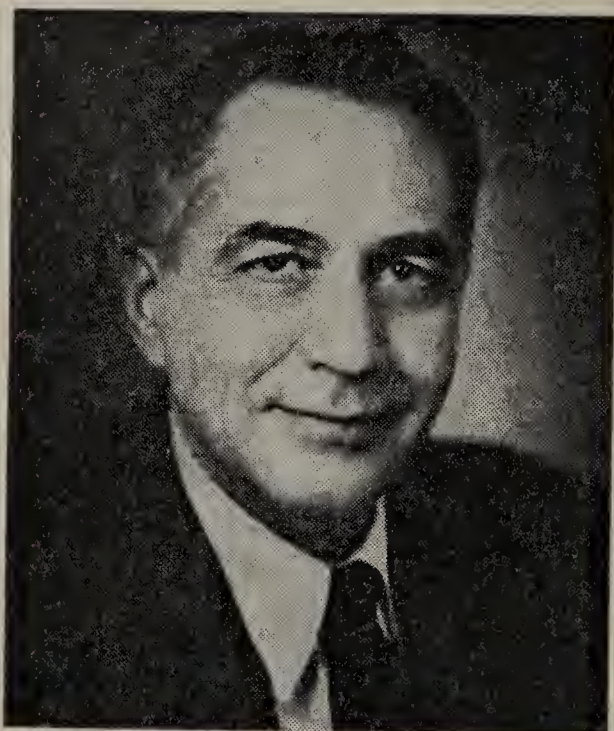
Born March 10, 1920, in Cleveland, he entered the Marines in November 1939. Four years later, shrapnel tore his leg off in the South Pacific, and May 8, 1945, he came out of the Philadelphia Naval Hospital, walking.

Under the Veterans' Administration Vocational Rehabilitation program for disabled war veterans, Stan obtained his Business Administration degree at Fenn College.

He traveled, then taught school for a year. Now he is in the IBM section of General Electric.

Single, he lives with his mother and brother at 7709 Aberdeen Ave., Cleveland, Ohio.

A friend calls him a living example of "It's not what you have lost but what you have left that counts."



Guest Editorial

Kansas Needs Her Handicapped

GEORGE DOCKING
Governor of Kansas

IN A RAPIDLY expanding economy such as we enjoy, it is essential that we give careful thought to maintaining an adequate work force. At a time when great nations are matched against each other in a race for survival in the matter of scientific and technological development, it is of utmost importance that we use the skills of every single individual in the most effective way possible.

In our work force there are many thousands of men and women of all ages who have incurred some physical impairment which limits their participation in the work of the world but does not destroy their usefulness. We call them handicapped. But the term handicapped is only relative. A man with braces on his legs and walking with crutches is handicapped as a ball player, but not handicapped as a bookkeeper. Anne Carlsen, recipient of the 1958 President's Trophy as "Handicapped American of the Year," born with stubs for arms and malformed legs but with a brilliant intellect and an unconquerable soul, rose to become

head of a great school. She is proof enough that handicapped people can be useful.

All this is by way of saying that "it is not what a person has lost that counts, but what he has left," also that "Physical Handicap does not mean Job Handicap."

So many handicapped persons have proved so often and so consistently that "It's Good Business to Hire the Handicapped" that it hardly needs repeating.

The State of Kansas is so thoroughly convinced that the abilities and skills of handicapped people are needed just as much as the handicapped people need jobs that it cheerfully maintains all of the accepted agencies of rehabilitation, retraining, and placement of handicapped persons. Among these are the Division of Services for the Blind under the State Board of Social Welfare, Rehabilitation Services under State Board for Vocational Education, and Kansas State Employment Service. The State of Kansas stands well toward

(Continued on next page)

the top in its provision for rehabilitation of emotionally handicapped persons. There is probably no other city in the country with as extensive facilities in that area as Topeka. We refer to the Veterans Administration Hospital, the internationally known Menninger Foundation, and Topeka State Hospital.

Coordinating the efforts of all of

these in the interest of the handicapped is the Governor's Committee on Employment of the Physically Handicapped consisting of more than 40 of the prominent citizens of Kansas who give of their time and abilities and substance in promoting a better acceptance of handicapped workers.

Kansas and America needs every citizen at his best.

Goodwill Industries

(Continued from p. 8)

the individual's work capacity and limitations. The nurse endeavors to interpret to the worker, also, those things for which he may have personal responsibility for followup.

Further, the nurse is developing a plantwide program of information for healthful living. This embraces such important factors as adequate nutrition, dental care, and vision conservation. A concentrated effort is made to recognize individual health and welfare conditions before they become critical and disturbing factors to the individual worker. The complexities and scope of this nursing program may be understood when it is recognized that the program must be understandable and workable for mental defectives, as well as for those of normal intelligence.

The program must be within the grasp of deaf mutes and employees who do not speak or understand English. Above all, this occupational health program must be tailored to each individual's needs, for Goodwill Industries is serving people who suffer from upward of 30 different handicaps.

However, Goodwill Industries of Chicago feels that the addition of the occupational health program provides one more vitally needed service for the handicapped individual, and is another step toward the day when each person may be served according to his individual needs and capabilities. It is important that we remember each human being, even the so-called handicapped, has more ability than disability.

PLAN NOW TO ATTEND
1960 ANNUAL MEETING
THE PRESIDENT'S COMMITTEE
MAY 5 AND 6

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

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ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

Air Force Personnel Chief Recognized For Exceptional Service

JACK H. POCKRASS, winner of the President's Committee's first Public Personnel Award in 1955, has been cited by the Air Force for progressive contributions to the Air Force personnel management program.

For his outstanding work, Pock-

rass—who is wheelchair-bound due to multiple sclerosis—has been awarded the Air Force's Decoration for Exceptional Civilian Service.

Pockrass is Chief of Placement and Employee Relations in the Air Force Directorate of Civilian Personnel.

U.N. Committee Supports Right of Handicapped Child to Special Care and Treatment

A PRINCIPLE dealing with the right of mentally and socially handicapped children to special care and treatment was unanimously approved October 14 by the U.N. General Assembly's Third (Social, Humanitarian and Cultural) Committee.

This principle, number 9 in the draft Declaration of the Rights of the Child,

was adopted in the form submitted by the U.N. Commission on Human Rights.

It read as follows:

"9. The Child who is physically, mentally or socially handicapped shall be given the special treatment, education and care required by his particular condition."

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

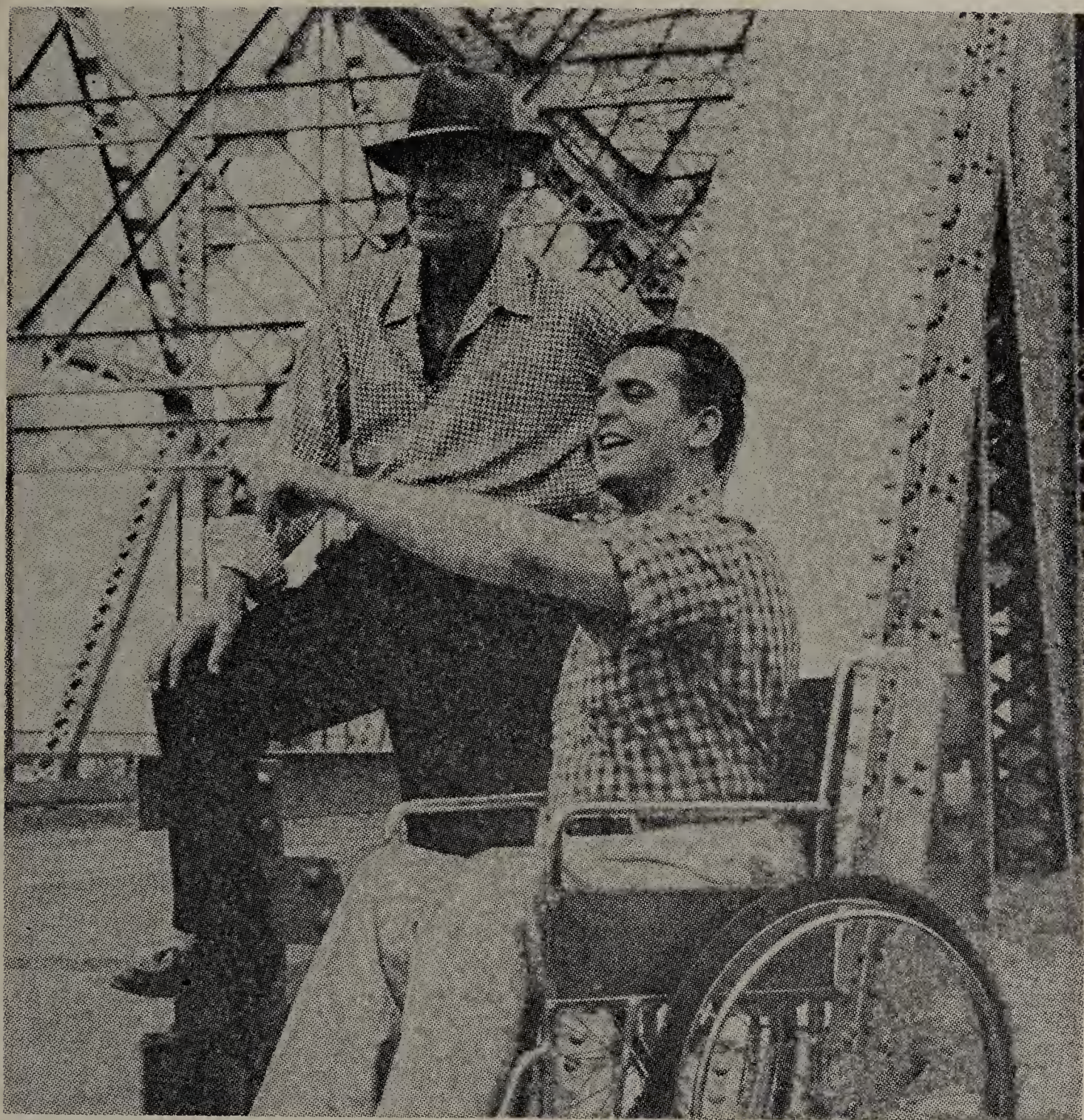
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THE STORY OF THE HANDICAPPED



"The Biggest Bridge . . ."

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The President's Committee on Employment
of the Physically Handicapped

APRIL 1960

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Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment
of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Earl Bunting, Gordon M. Freeman
Vice Chairmen

William P. McCahill
Executive Secretary

Vol. X, No. 10

April 1960

Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

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Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Civil and Defense Mobilization, and the Administrator of the General Services Administration.

Use of funds for printing this publication
has been approved by the Director of the
Bureau of the Budget, June 11, 1959

1960 Annual Meeting To Spotlight Small Business

THE ROLE OF small business in the Hire-the-Handicapped program will be one of the major items for discussion at the 1960 Annual Meeting of the President's Committee to be held May 5 and 6 in Washington, D.C., according to Vice Chairman Earl Bunting who is in charge of arrangements.

Maj. Gen. Melvin J. Maas, USMCR Ret., Chairman, said the meeting will continue to focus on its objective to develop more widespread activity by community committees in conjunction with Governors' Committees in every State.

General Maas said: "It is fitting that we consider the role of small business at this year's Annual Meeting because 95 percent of this country's 4,600,000 business firms are considered small by the standards of the Small Business Administration and employ nearly 50 percent of the Nation's work force."

Earl Gammons, a former Vice Chairman of the President's Committee, will preside at the meeting in the Departmental Auditorium which begins with registration at 8:30 a.m., May 5. Following will be a brief concert by the United States Marine Band, Presentation of the Colors by a Marine Corps Color Guard, the playing of the National Anthem, and the invocation by Rabbi Harry J. Kaufman of Beth Sholom congregation and Talmud Torah in Washington, D.C.

President Eisenhower is scheduled to make a brief address, present the President's Trophy for the "Handicapped American of the Year" to Dwight D.

Guilfoil, Jr., Arlington Heights, Ill., and award prizes to the five National Essay Contest winners.

After lunch, the group will hear an address by Rudolph F. Bannow, President of the National Association of Manufacturers and the Bridgeport Machine Co., Bridgeport, Conn. The feature of the afternoon will be a panel discussion on "The Small Employer's Problems in Utilizing Handicapped Workers." The moderator will be Philip McCallum, Administrator of the Small Business Administration. Panelists will be drawn from officials of small firms around the country.

The panelists will discuss such subjects as: "The Selection of Handicapped Workers," "Training and Assignment of Handicapped Workers," "Promotion and Transfer of Handicapped Workers," "Supervision of Handicapped Workers," and "Management's Relationship with Agencies Serving the Handicapped."

A reception will close Thursday's activities.

First on the program, Friday, is an address by V. J. Skutt, President of Mutual of Omaha. Following will be a showing of the 30-minute, black and white, 16 mm film "The Biggest Bridge in Action," produced for the President's Committee by his firm as a public service. It was filmed in the Chicago studios of Wilding Inc. After the showing, an Executive Committee report will be given by Mr. Gammons. Miss Vivian Acord, Public Information Officer of the Indiana Association

for Mental Health, and Waldo Stephens, Chairman of the Oklahoma Governor's Committee on Employment of the Physically Handicapped will then address the gathering.

A unique presentation, entitled "Cartoon Varieties," will be chaired by Allen Saunders, creator and owner of the "Mary Worth" strip and Chairman of the Cartoonists Committee. Prominent cartoonists will show how their talents tie in with the Hire-the-Handicapped program.

Mrs. Raymond Clapper, of CARE, will be Toastmistress at the closing-day luncheon in the ballroom of the

Willard Hotel. The Rev. John Graham, pastor of the Lewinsville Presbyterian Church, McLean, Va., will deliver the Invocation. The program will include musical selections, and speeches by Miss Jayne Shover, Executive Director of the National Society for Crippled Children and Adults, and Miss Mary E. Switzer, Director of the Office of Vocational Rehabilitation of the Department of Health, Education, and Welfare and President-elect of the National Rehabilitation Association. Rear Adm. George A. Rosso, Chief of Chaplains for the United States Navy will deliver the Benediction.

New Film Produced For Committee By Mutual of Omaha

"THE BIGGEST BRIDGE IN ACTION," a new, black and white, 16 mm, documentary film has been produced for the President's Committee by Mutual of Omaha, nationally known insurance company. The picture was filmed by Wilding Inc., one of the Nation's foremost educational and documentary film producers.

Prints of the film are available to Governors' and local committees for local showing upon request to Modern Talking Picture Service (MTPS), 3 East 54th Street, New York 22, N.Y.

The picture is a dramatic story of how the everyday citizens of one community brought about the employment of handicapped workers, and proves by demonstration that it's the ability of the worker that counts, not the disability. A bridge builder finds that although his former construction foreman has become wheelchair-bound

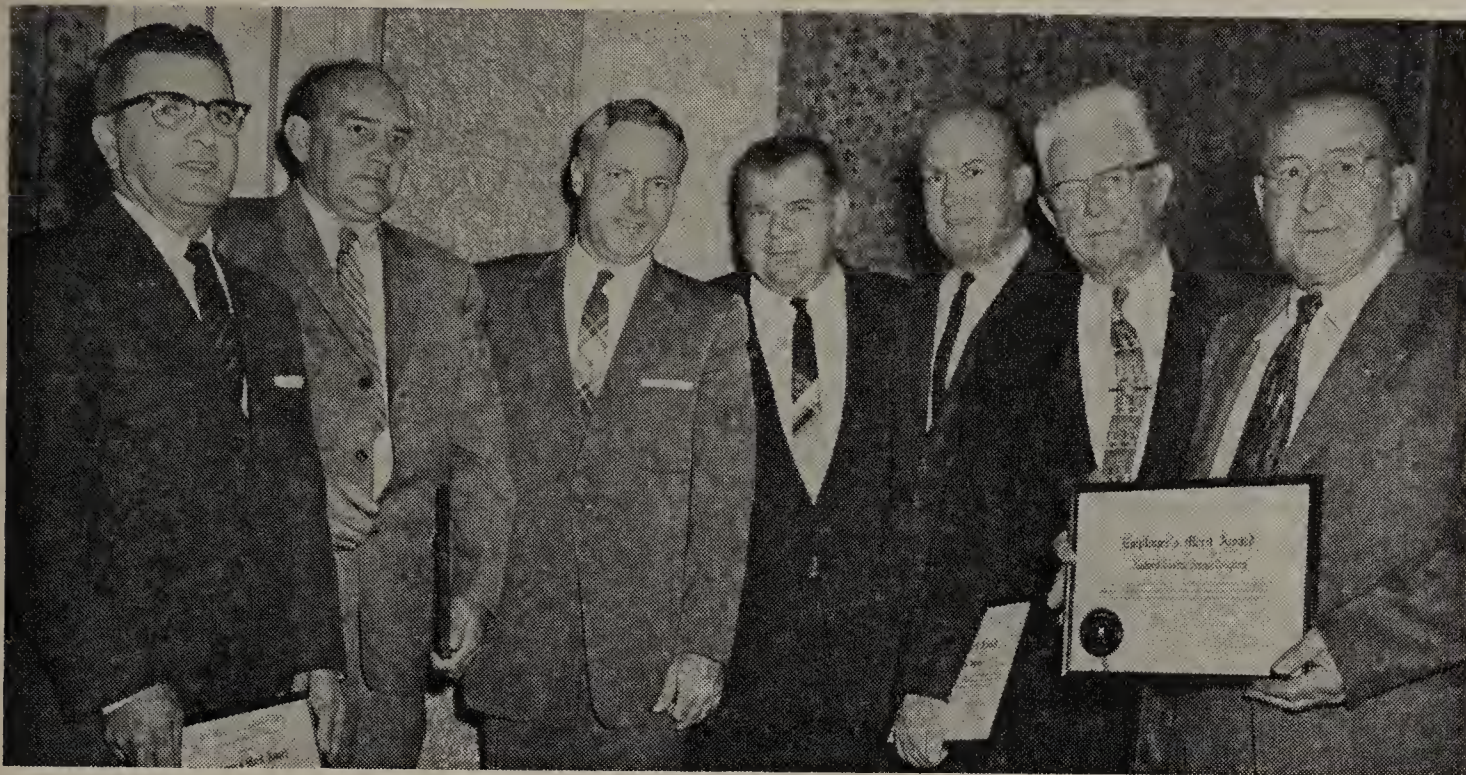
because of polio, the latter's job efficiency is unimpaired by his disability.

An entire community learns how to build a bridge of understanding over the problem of employment for the physically handicapped.

The role of the bridge builder is played by Al Hodge, well known Hollywood actor, who rose to fame as Captain Video on television. The only nonprofessional in the cast is "Rift" Fournier, a wheelchair bound polio victim, who plays the handicapped employee. (See cover photo.)

Requests for prints of this film should be made *directly to MTPS in New York City* giving the preferred date and alternate date. It is desirable that requests be made as far in advance as possible of the date planned for the showing. The only cost is the film postage from and to MTPS.

Coloradans Who Hire Handicapped Receive Awards For Service



THE GOVERNOR OF Colorado, the Mayor of Denver, and many other State and Federal officials in the Colorado area attended a luncheon late in the Fall of 1959, jointly sponsored by the Governor's Committee and Mayor's Committee on Employment of the Physically Handicapped. Thomas R. Greening, Liaison Officer of the President's Committee, delivered the address.

Shown in the above photograph are Denver employers, recipients of awards

made by Mr. Greening. (Left to right): Henry S. Asarch, Western Repair and Electric Co.; R. J. Bauman, Wright Engineering Co.; Mr. Greening; Richard F. Vogel, State Chairman of the Governor's Committee and Production Manager of the Kuner-Empson Co.; Warren Thompson, Director, State Department of Rehabilitation; C. W. Rose, Rose Manufacturing Co.; and Bob Chedister, Midwest Electric Service Co.

Regional Meetings Scheduled For April

TWO REGIONAL MEETINGS of the President's Committee were scheduled for April in Las Vegas, Nev., and Topeka, Kans., to provide an opportunity for employers, Governors' Committees, private individuals, groups, and the public to exchange ideas and points of view on employment of the handicapped.

The Las Vegas meeting at the Stardust Hotel, April 18-20, will bring to-

gether people from Alaska, Arizona, California, Hawaii, Idaho, Nevada, and Oregon. The Topeka meeting at the Jayhawk Hotel, April 26-27, will bring together delegates from Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota.

Two other regional meetings in Albuquerque, N. Mex., May 26-27, and Poland Spring, Maine, June 1-3, are scheduled.

State Winners To Come to Washington

THE AFL-CIO has made it possible for all first place State winners in the annual National Essay Contest on the physically handicapped, conducted by the President's Committee, to come to Washington and attend the Annual Meeting, May 5 and 6.

Previously, only the five national winners received a free trip to the Nation's Capital as part of their prize. National prizes are: \$1,000, first place; \$400, second place; \$300, third place; \$200, fourth place; and \$100, fifth place. The total of \$2,000 prize money and transportation and expenses is provided annually by the Disabled American Veterans. The first place award is the Robert S. Marx Award, named for the first Commander of the DAV.

At a recent meeting, Presidents of the AFL-CIO State central labor bodies voted unanimously to pay the transportation costs and expenses of the first-place winners of State contests who do not win national awards. The decision was announced by Gordon M. Freeman, International President of the International Brotherhood of Electrical Workers, and a Vice Chairman of the President's Committee. The decision, Freeman said, was based on the experience of the Oklahoma State Federation, which for the past 3 years has sent its State's winner to Washington and has urged its national office to make it possible for all State winners to attend.

Melvin J. Maas, Chairman of the President's Committee, said the AFL-CIO's "generous act" will increase in-

centives of 11th and 12th grade students in every public, private, and parochial school to enter the contest.

"Future employers and employees and their families are better able to understand the importance of hiring the handicapped as a result of this contest. I am sure this continued top level support by the AFL-CIO will be directly responsible for developing an even more favorable climate of opinion toward the handicapped among all Americans," he said.

In Memoriam

A NOTE FROM the New Jersey Governor's Committee reported the death, in January, of their Secretary, Harry Knowles. Harry was a highly regarded Public Information Specialist on the State Employment Security staff, and did much toward the success of the 1959 Atlantic City Regional Meeting. His essay contestants always made an outstanding showing in the national judging. New Jersey had national winners in 5 of the past 12 years.

William G. Stalnaker, Director of the Indiana Employment Security Division since 1953, and Chairman of the Governor's Committee on Employment of the Physically Handicapped for many years, died in an automobile accident near his home town, Brazil, Ind., December 14, 1959.

In 1959, the IAPES made him an honorary life member in recognition of his outstanding public service and support of employment service programs. He was a World I Veteran and active in the affairs of the American Legion, 40 & 8, Elks, and other civic and service organizations.

VA Prosthetic Experts Help Vets Through Own Experience

A VETERAN with an amputated leg shuffled up to the desk of a husky young official at a Veterans' Administration clinic. He eased himself into a chair.

"I'll never get used to this thing," he said, pointing to his artificial limb.

"Oh, yes, you will!" replied the VA man. "Look at me." He rose and strode easily across the room. He raised the leg of his trousers. He, too, was wearing an artificial limb.

Half an hour later the veteran left the office, his hope restored and with some valuable pointers on how to adjust to his new leg of wood and chrome.

This VA official is a member of one of the most exclusive employee groups in the United States Government, VA's corps of prosthetic specialists. Each of the 76 men who make up the corps wears at least one major arm or leg prosthesis for service-connected disability. All except three lost at least an arm or a leg during their wartime military service.

Their job is to help disabled veterans obtain artificial appliances—legs, arms, braces, plastic eyes, hearing aids and the like—and to give instruction on their proper use.

What's more, their job is to instill courage, to demonstrate that serious disability need not slow a man down nor keep him on the sidelines. And that, VA explained, is why prosthetic specialists are themselves amputees. They can understand the problems of similarly disabled veterans; when they speak, veterans listen.

These specialists are found throughout the VA, most in outpatient clinics but several as supervisors in VA area medical offices. Instead of the normal quota of 152 arms and 152 legs, these men can count up only 92 legs and 124 arms. Nine have lost both legs; six have both arms missing.

All but three are married. Sixty-six of the married men have children, an average of three per family. One is raising nine youngsters.

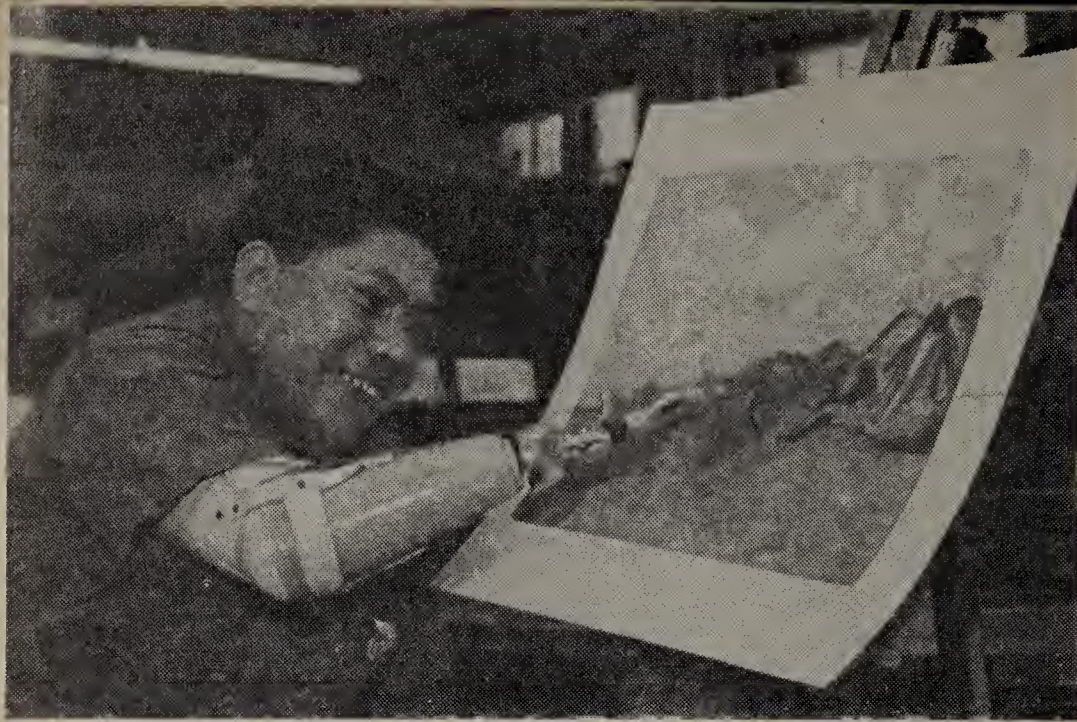
On the average, they are in their early forties. The oldest is a World War I veteran nearly 61; the youngest, a World War II veteran pushing 34. All entered military service as enlisted men, but 26 later became officers.

Typical of these men is Henry Clay Bass of the VA regional office in Baltimore. A linesman for a power company before the war, he joined the Army Signal Corps in 1941. He was injured in a dynamite explosion, losing both hands, one eye and his hearing. He also suffered severe lacerations and came close to losing his left leg as well.

He joined the VA in 1946, first in San Diego, then Muskogee, Okla., and finally Baltimore.

Another is Roger DeCharles of the Indianapolis VA regional office. Shortly after the Normandy invasion, a German shell exploded in the cockpit of his fighter plane. He landed his craft but his right arm was missing.

After learning to write left-handed, he joined the VA, working in Minneapolis, Shreveport, and finally Indianapolis.



Private Cesareo Acosta-Alvarez demonstrates his skill as a water color artist.

Peruvian Amputee Is Inspiration to Others

DESPITE the fact Private Cesareo Acosta-Alvarez is a quadruple amputee, he has never given up hope for a better life.

All who have met the 24-year-old Peruvian Army private—doctors, friends, and U.S. Army officials—marvel at his high morale and say his spirit has become an inspiration to other patients at the Walter Reed Army Medical Center in Washington, D.C.

Alvarez, who comes from Mato, Juavilas Province, Peru, has taken up painting while at the hospital being trained to use two artificial arms. He lost both arms, his left leg, and part of his right foot when a 37 millimeter shell exploded during a training exercise in 1956.

When Dr. E. W. Cushing, U.S. Deputy Assistant Secretary of Defense for Medical Services arrived in Lima to launch a nutrition survey for the Peruvian Armed Forces, our Ambassador to Peru, Theodore C. Achilles, told him of Alvarez. As a direct result of this conversation, and with the consent of both governments, Alvarez was sent to

Walter Reed to be fitted for and trained to use the artificial arms. At present, Alvarez is also being fitted with an artificial leg and an artificial foot.

About a month after he was fitted with the first arm—the right—Alvarez completed a water color painting. Art connoisseurs on the hospital staff considered the painting—“New World in the Eyes of Columbus”—good for an amateur. However, for Alvarez it was an amazing accomplishment.

The painting is to be framed and hung on a wall of the hospital’s rehabilitation and therapy department for encouragement of other amputees.

But, Alvarez was not content to rest on this laurel. After he was fitted with the left arm, about December 1, he learned to shave himself, tie his tie, feed himself, and otherwise take care of himself.

Alvarez has also learned to use leathercraft tools and has made such great progress with his arms that members of the Therapy Department refer to him, half in earnest, as “our instructor.”

Physically Handicapped Coordinators at Work

By Mrs. Marian Saunders
Assistant Employment Coordination Officer
Department of the Army

BUT, I'M NOT physically handicapped! How very familiar is this phrase and how many times have we heard these words from persons at our desks.

A good example of this is the recent referral of a young woman by the Medical Division of the Civil Service Commission. A review of her Standard Form 57 disclosed a check mark in the "NO" column to Question No. 27, "Have you any physical handicap, chronic disease or other disability?" As a result of the origin of her referral, it was felt this particular question needed some exploring. This person had no apparent disability, but during the course of the interview it was discovered she had had three attacks of sleeping sickness; one leg was shorter than the other (however, this was cleverly disguised by a well built-up shoe); her right hand and arm were partially paralyzed resulting in poor coordination and circulation so that she could not stay on any one task for long periods of time; and, at last, she admitted she could not work under pressure without getting extremely nervous.

Her work history was fairly good. Although she had changed jobs frequently her reasons for doing so were valid—moving, temporary appointment, staying home, etc. She had per-

formed a variety of jobs which were clerical in nature. Her appearance was excellent; she had prematurely grey hair, youthful trim figure, and a captivating personality.

The big job at hand was to point out and have this person recognize her assets, but at the same time make her aware of her limitations. It was obvious to the interviewer that this young lady had much to offer and would probably do a fine job if placed in the right spot.

Let's back up just a bit for a little history on how this person was referred to us in the first place.

CSC Circular 903

The Civil Service Commission Circular 903 issued in March 1957, directed that all government agencies designate a person to represent their agency as a coordinator at a high enough level to insure full cooperation in the program. In an organization as large as the Department of the Army, where there are 22 installations in the Metropolitan area having a civilian personnel office each with a key member of that office designated as coordinator, it was necessary to have one coordinator responsible for the operating phase of the entire program.

Bi-monthly meetings of our coordi-

nators were held to insure uniform thinking and performance. At these meetings, various persons from outside our offices were invited to discuss cases and questions and suggest solutions to our mutual advantage. At one meeting, the Personnel of the Medical Division of the Civil Service Commission talked with our coordinators. At another, our own Medical Division Personnel helped clarify problems arising from our pre-hire medical exams.

We obtained movies through the offices of the President's Committee to further illustrate the job physically handicapped, white collar workers are performing. Some of these have been used over and over again in our Supervisory Training programs given by our Personnel Offices to the operating Division Supervisor. As a result of all of these meetings and training, our people are becoming more conscious of the job that can be done by the physically handicapped. They also are becoming less reluctant to interview and consider them in filling vacancies.

If an employee of the Department of the Army becomes handicapped on the job, a more concentrated effort is made to transfer that person into a position that will make allowances for his physical condition. The individual is first referred to the coordinator in his personnel office who explores the possibility of placing him within his own agency. Should this prove impossible, he is then sent to the coordinator in the Employment Coordination Office who has complete information on the vacancies of Army offices in this area as well

as the physical demands and requirements of the jobs to be filled. Should a transfer within Army be impossible, then coordinators in other government agencies are contacted.

The cooperation that has developed between the physically handicapped coordinators of most government agencies in this city is legend and consequently many persons who become physically unfit to continue in their present jobs, and who would ordinarily be retired on disability, are now able to be transferred to another agency into a position which compensates for the physical condition, and continue on the payroll as useful, tax-paying citizens.

In the case of the young lady mentioned earlier who had been sent to us by the Medical Division of the Civil Service Commission, we were able to refer her for an interview on a position that required a person who could handle a Reception Desk, keep an appointment schedule, type an occasional card, and do a small amount of filing. There is no pressure in this particular office since visits are regulated by appointments. The small amount of typing and filing can be done at her convenience. However, it is an important job since this desk must be covered by someone who has an even temperament. Her bubbling personality and attractive appearance made her a natural for this vacancy. She is a happy person and the officer in charge of the office feels he has at last obtained a gracious, obliging individual to grace this important spot in his office.



How To Overcome Self-consciousness Of Your Handicap

By Floy Schoenfelder

BEING handicapped limits our abilities and therefore represents a loss of status. This is a terrific blow to the ego. We are ashamed and embarrassed when others notice that we must make certain obvious concessions to our disabilities. To control this feeling requires an understanding of its cause and its effect on other people.

Rebellion against such loss of status is the opposite of self-pity. Self-consciousness is that feeling that makes you wish you could become invisible at times. Self-pity, on the other hand, tries to keep you in the spotlight after the act is over.

There is no denying that each of us has to experience a war between these two emotions during our period of adjustment. If we are to retain our balanced personality and emotional health, this war must end in a truce. When this happens, self-pity and self-con-

sciousness will not be eliminated because they are a part of any individual, but they will have been disarmed, so to speak.

Much has been written about self-pity, destroyer of character. Self-consciousness can be equally devastating if you let yourself become concerned about your handicap. Accept yourself if you would have others accept you. It is not only to your advantage, but it is your duty to avoid letting your handicap discredit you as a person. People will be uncomfortable in your presence if you don't learn to make them forget that you are "different."

Exactly how does one keep self-consciousness at a minimum? Insulate yourself with a reconstructed attitude. Pretend, if you must, that your handicap DOES NOT embarrass you. Con-

(Continued on p. 13)

Winston-Salem Personnel Association Seeks Better Understanding of Handicapped Program



Vincent P. Hippolitus

THE WINSTON-SALEM Personnel Association in North Carolina became so interested in the handicapped program that they asked the President's Committee to send a speaker to inform its membership of more than 50 Personnel Directors in the area on how they could cooperate as employers, both in hiring and in assisting the local committee on employment of the handicapped.

Vincent P. Hippolitus, Director of Field Operations for the President's Committee, met with this group during their regular dinner meeting on December 9. Because of the nature of the audience and the specific request of this Association that they be told HOW, Mr. Hippolitus chose for the subject of his talk "Realistic Hiring Practices for the Disabled."

Personnel Directors for such local firms as R. J. Reynolds Tobacco Co., Piedmont Aviation, Salem Steel Co.,

Sealtest Foods, Western Electric Co., North Carolina Baptist Hospital, Hanes Hosiery Mills Co., and others, heard Mr. Hippolitus describe HOW they could help by: (1) adopting nondiscriminatory employment policies, and (2) translating such employment policies into action at the hiring level through selective placement, informed medical assistance, adequate employee safety measures, and union-management cooperation.

The Association is sponsored by the Winston-Salem Chamber of Commerce and its membership is made up of Personnel Directors from that area who represent practically all of the job opportunities in Winston-Salem. It is a testimonial of the progress being made by the community committee in Winston-Salem to know that this Association has become so interested in the program that they participated in the 1959 NEPH Week observances and then followed up by devoting a full, regular dinner meeting to a frank discussion on how they could best help in the program.

Mr. Hippolitus stressed that meetings of this type are of great significance, and that he hoped more opportunities can be developed in the Nation's communities whereby the handicapped message is brought directly to the individuals who do the actual hiring—those who have the responsibility of translating top management policy into practice at the hiring level so that the handicapped obtain the full measure of equal opportunity

for employment which was intended by such a policy.

Mr. Hippolitus, who serves as Secretary to both Employer and Medical Committees of the President's Committee, said that many times employers become seriously interested in making progress in employment of the physically handicapped—but, they do not translate this interest into action chiefly because they are impeded by lack of general knowledge regarding policy—or of the steps to be taken in recruiting, evaluating, inducting and supervising such workers. Discussions with such groups as the Winston-Salem Personnel Association, or foremen's clubs can be of great value in getting the actual job done, he pointed out.

"Sometimes it becomes even more important to talk to the foremen and supervisors. Company presidents may adopt policies favorable to employment of the handicapped, and personnel directors, plant physicians, and nurses, and safety engineers, may team up to give effect to such policies, but the entire company program still depends upon supervisory acceptance of the handicapped as profitable employees within the various departments," he said.

"In many cases, the foreman or supervisor has the final say regarding acceptance of new workers in his department. If he is not agreeable to the

idea that the handicapped worker can help him with production, quality, and operating costs, the supervisor can block or diminish the effectiveness of the entire company program for giving equal employment opportunity to handicapped applicants," he emphasized.

"When we ask employers to give equal employment opportunity to the workers in their communities who are physically impaired," he reminded, "we must remember that there are usually several levels of management and all levels must work together if this is to be accomplished."

He called for more personnel group, medical group, and foremen's club discussions of handicapped workers. "This is but another justification for the States to complete organization of their community committees, for credit must go to the Winston-Salem Community Committee on Employment of the Handicapped for gaining the interest and support of the W-S Personnel Association—and to the York County committee in Pennsylvania which recently arranged an identical meeting with 500 members of the York County Foremen's Club," he said.

"When we ask company presidents to adopt nondiscriminatory employment policies, we should also ask personnel directors, plant physicians, safety engineers, and foremen to give effect to these policies. No one stands alone in this program," he concluded.

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THIS COPY WITH AT LEAST NINE OTHER PEOPLE.**



Guest Editorial

EPH In Tennessee— A Full-Time Job

BUFORD ELLINGTON
Governor of Tennessee

THE YEAR 1957 found Tennessee, adhering to its tradition as the "Volunteer State," launching an experiment designed to aid still another category of its less fortunate citizenry. Cooperating with the President's Committee on Employment of the Physically Handicapped, we embarked upon a full-time and year-round program of effort by our Governor's Committee.

Fully equipped office space was arranged for near the State and Federal Agencies most closely connected with employment of the handicapped. A full-time, paid Executive Secretary to the Governor's Committee was employed and immediately began the task of setting into motion an around-the-clock program.

Those of us who realized the urgency and need for such a program also knew that it must of necessity be one of long-range proportions. At least 3 to 5 years would be necessary to comprehend fully the complexities of so many diversified problems and barriers that would be encountered.

As our "experiment" moves along through its third year of effort, we can make several evaluations. Very rap-

idly the citizens of Tennessee are becoming aware of the Governor's Committee, the need for it, its purpose, and its goals. Wide acceptance of its concepts is emerging in all agencies and organized humanitarian groups, both governmental and private.

Definite proof has been developed that the solution of the dilemma of unemployed handicapped must take place, to the greatest degree possible, at the local community level. Our State now has 14 local community committees operating on a year-round basis and 8 additional ones presently in various stages of organization. Interest apparently has been aroused in other States, since more than a dozen of them have requested suggestions and information about how we inaugurated our full-time effort. Probably most important of all is the interest being aroused among the employers of Tennessee as they are beginning to accept the challenges issued.

Yes—Tennessee volunteered again. The record shows that it has paid handsome dividends not only to our physically handicapped citizens, but also to the businesses of our State.

Self-consciousness of Handicap

(Continued from p. 9)

concentrate on making others feel at ease, and you will find that you no longer need to pretend.

Consider the fact that each person on this earth is just a little different from all others. Everyone has one or more handicaps, ranging from those which are severely disabling to others perceptible only in your own minds. If your handicap shows, you can help everyone who knows you by not letting it sap your self esteem. Don't let your disability cripple your personality, no matter how it may have outraged your body.

The frank inquisitiveness of children often gives you a good chance to exercise control over self-consciousness. What should you do when a child points you out in a crowd and says loudly, as if you were a marble statue, "Mama, what's the matter with that lady in the wheelchair?" You can:

(a) Pretend you didn't hear. You will have accomplished nothing.

(b) Lash back at them with a mind-your-own-business glance which will

shift the embarrassment from you to the child and his mother, making you even more of a curiosity.

(c) Take charge of the situation with a friendly smile, putting everyone at ease, including yourself. Chances are that the child will repay you with a shy smile of his own (while it dawns on him that you are a human being after all) and his mother will be greatly relieved and thankful to you for your understanding. You have rescued her from an awkward moment.

Many adults look at you with that good-grief-what-happened expression. Release the tension by launching a conversation on something of mutual interest or by focusing your attention on others. If they ask you, explain briefly about your handicap in a matter-of-fact manner. If you dwell on it, so will they!

Remember, it is not really your affliction that causes your embarrassment. It is your concern about it. This you can conquer, and put the **ACCENT ON LIVING**.

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A national magazine for all physically handicapped persons.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

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THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

Handicapped Workers Part of Mt. Rainier Ordnance Depot Production Line

A COMPLETELY BLIND person part of a production line at a U.S. Army Ordnance depot?

Yes! It's not impossible because there are some totally blind persons among the handicapped workers doing work on the guided missile and other assembly lines of the Mount Ranier Ordnance Depot at Tacoma, Wash.

And, these are not menial jobs. These are assignments calling for mechanical skill and dexterity. These are jobs where the slightest error could mean the malfunctioning of a missile or other weapon.

In a 16-page brochure explaining its confidence in use of the handicapped,

depot officials say: "With the realization of the handicapped's mastering of their trade, it is evident that the proficiency far exceeds the incapability."

The brochure includes several photographs and drawings showing a blind worker accomplishing such intricate tasks as taking apart, repairing, or rebuilding rifles and machine guns.

It also includes photographs of a blind man working on various types of guided missiles requiring assembly of a variety of items to exact specifications. The employee must be very careful and must be able to recognize parts that do not fit.

Interesting Hobbies Wanted

IN THE PAST, PERFORMANCE has printed many stories on jobs held by handicapped persons, but little on their hobbies.

Believing that there are some interesting avocations among the handicapped, we would like to tell our readers about them. Therefore, if you have a physical disability and have an

interesting hobby, write to the Editor of PERFORMANCE and tell him about it. If you are not handicapped, but know of someone with an interesting pastime who is, deputize yourself as a PERFORMANCE reporter and tell us about it.

If possible, send a glossy photograph with your item. Pictures always help tell the story.

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THE STORY OF THE HANDICAPPED



Handicapped American of the Year

The President's Committee on Employment
of the Physically Handicapped

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Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment
of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Earl Bunting, Gordon M. Freeman
Vice Chairmen

William P. McCahill
Executive Secretary

Vol. X, No. 11

May 1960

Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

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Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Civil and Defense Mobilization, and the Administrator of the General Services Administration.

Use of funds for printing this publication
has been approved by the Director of the
Bureau of the Budget, June 11, 1959

Illinois Manufacturer Receives Handicapped American Award

THE HELP given other handicapped persons in gaining employment and performance of volunteer community services, despite being in a wheelchair, has earned Dwight D. Guilfoil, Jr., an Illinois manufacturing executive, the President's Trophy as the "Handicapped American of the Year" for 1959. The Trophy is given annually by the President's Committee to the person who surmounted a serious handicap and went on to serve other handicapped persons.

Mr. Guilfoil, the 37-year-old President of Paraplegics Manufacturing Co., Inc., will receive the Trophy from President Eisenhower at the Annual Meeting of the President's Committee on May 5 in the Departmental Auditorium in Washington, D.C.

The Trophy is made every year by handicapped students at the Institute for the Crippled and Disabled, New York City, Willis C. Gorthy, Director. It is a handsome metal plaque on a polished wooden base engraved with a suitable inscription to the winner and bearing the signature of the President of the United States in facsimile.

Mr. Guilfoil was nominated by W. A. Patterson, President of United Airlines, and was one of 62 nominees from 26 States considered by the Awards Committee. In the letter of nomination, Patterson said: "He has inspired handicapped men and women throughout the world by the success of his efforts and through addresses to groups of handicapped persons, telling them

how Government Agencies, private charities, and American business are working hand in hand to bring them opportunities for employment."

Confined to a wheelchair as a result of being stricken with spinal meningitis and polio in 1943 while in the Air Force as an aerial photographer, Guilfoil's career as a commercial illustrator was abruptly terminated. After 2 years of hospitalization, Mr. Guilfoil was given an honorable discharge. He quickly discovered that as a physically handicapped person, his job opportunities were limited to "assistance programs" for the physically handicapped.

Not satisfied with employment that did not offer advancement, Mr. Guilfoil joined with several other physically impaired men and women in 1950 in founding the firm in Franklin Park, Ill. He was named treasurer and general manager of the firm, which employs more than 100 severely handicapped individuals. In 1955 he was elected President and Chairman of the Board of Directors.

Paraplegics Manufacturing Co., Inc., successfully competes in the open market for mechanical, electrical, and electronic sub-assembly business and, despite the price consciousness of this market, earns respectable profits.

Mr. Guilfoil has traveled over 75,000 miles in the past 2 years making addresses on radio and television and at countless meetings explaining why employers benefit from hiring the handicapped. In addition, Mr. Guilfoil has

developed an informal program for referring unemployed, qualified, physically handicapped workers to other suitable prospective employers in the five-State Chicago area since the company constantly has more job applications than it has jobs.

He has been an active member of the Employer Committee of the President's Committee since 1954 and has participated at regional meetings and past Annual Meetings. He has also been an active member of the Illinois Governor's Committee on Employment of the Physically Handicapped. In his work on behalf of handicapped persons, Mr. Guilfoil has appeared before numerous legislative committees to offer testimony regarding the important problems presented by the needs of handicapped men and women.

Mr. Guilfoil was a co-founder and is

president of a housing development in Oak Park, Ill., which has the sole purpose of providing adequate housing for persons confined to wheelchairs or having other ambulatory disabilities. The young executive has also given freely of his time as a member and officer of many civic, military, State, national, and international organizations.

Mr. Guilfoil was selected as "Chicago Father" of 1953 and "Mr. Illinois" of 1953. In 1957, he was named one of the outstanding Young Chicagoans by the Junior Chamber of Commerce. That same year he was named one of the Outstanding Young Men of the United States by the U.S. Junior Chamber of Commerce.

He lives with his wife, Margaret, and their seven children at 633 South Burton Place, Arlington Heights, Ill.

Every Week Is NEPH Week, Carolina Governor Avers

FOLLOWING a statewide observance of Employ the Physically Handicapped Week in 1959, Gov. Ernest F. Hollings asked that employers in South Carolina continue on a year-round basis the practice of putting the handicapped back to work.

"If we had a better understanding of the capabilities and job performances of these so-called handicapped persons, we would be strengthening the economy of the State by using the abilities of all our people and not just those we consider physically unimpaired," Governor Hollings said.

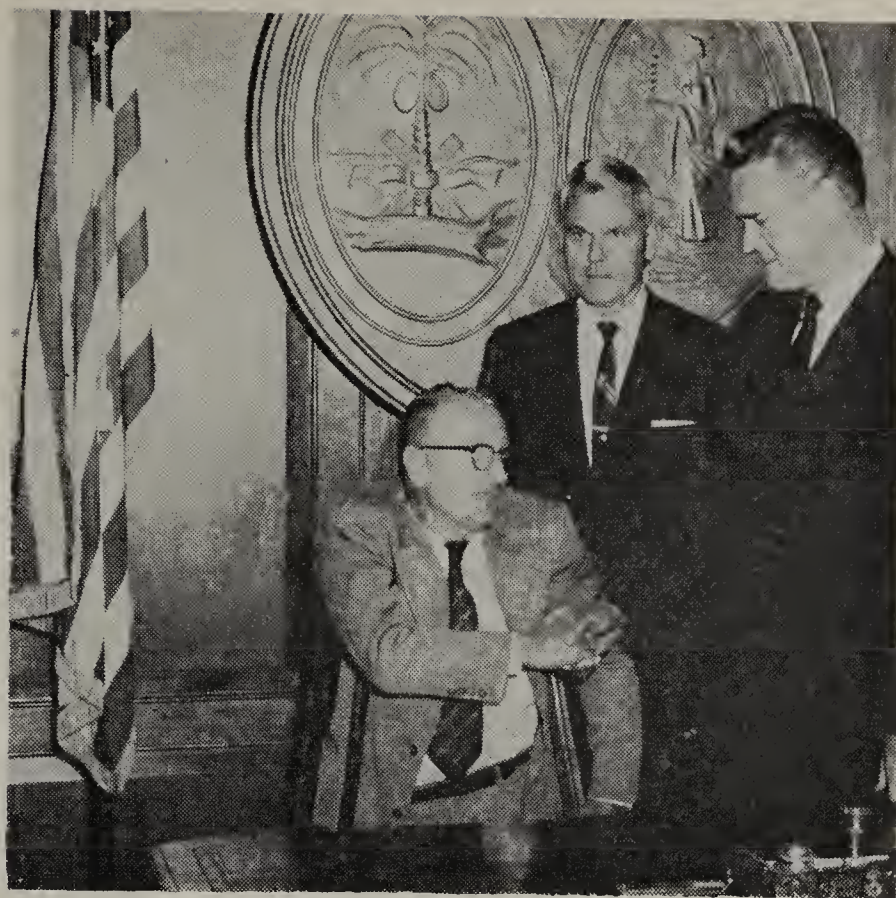
"If we overlook ability because of a man's physical disability, we are doing

an injustice to ourselves and to our community as well as to the handicapped person. Qualified workers, when properly prepared and selectively placed, can be very real assets to our economic life."

An "investment" in a handicapped person has turned out to be well worth the effort for one Columbia business. For although William F. Prince of Columbia would have to be considered severely handicapped physically, Sears, Roebuck and Co. would never consider him handicapped for the work he has been doing for them for the past 3 years.

From his crutches, Bill Prince is

Gov. Ernest F. Hollings of South Carolina is shown right congratulating William F. Prince of Columbia, S.C., on his outstanding job performance. Although severely handicapped physically, Mr. Prince is a valued employee at Sear, Roebuck and Co. Looking on is Dill D. Beckman, Chairman of the Governor's Committee on Employment of the Physically Handicapped.



performing an important service in Sears' Customer Service Department. He handles the telephone promotion services, reminding customers by phone that their appliances need periodic care, reselling service contracts on appliances, and handling any complaints that come in.

L. S. Hobbs, personnel manager of Sears, calls Bill a "specialist" in his line of work. "With his pleasant personality, he is well able to do the work he does. We are most pleased with his performance."

The physically handicapped are proving their ability in almost every type of occupation in the State, according to Dill D. Beckman, chairman of the Governor's Committee on Employment of the Physically Handicapped, and

each year more of them are becoming useful and productive workers through rehabilitation services and selective job placement. Last year, 1,502 physically disabled men and women were rehabilitated into suitable employment by the South Carolina Vocational Rehabilitation Department and 2,022 physically disabled were placed by the State Employment Service.

Many agencies are working together to promote the employment of the physically handicapped in this State. Included are the South Carolina Vocational Rehabilitation Department, the State Employment Service, Veterans Administration, Division of the Blind of the South Carolina Department of Public Welfare, and the Crippled Children Society of South Carolina.

BUDGET RESTRICTIONS LIMIT THE CIRCULATION OF PERFORMANCE. PLEASE, IF POSSIBLE, SHARE THIS COPY WITH AT LEAST NINE OTHER PEOPLE.

Cabinet Group Studies Committee's Position on Mentally Handicapped

THE FEBRUARY meeting at the White House of the Advisory Council of the President's Committee resulted in appointment of a Cabinet-level committee to further advise the President's Committee relative to promotional efforts in behalf of the mentally restored and retarded.

Secretary of Labor James P. Mitchell, Secretary of Health, Education, and Welfare Arthur S. Flemming and Veterans Administrator Sumner G. Whittier comprise the ad hoc group.

It was also agreed to place greater emphasis in 1960 upon the Civil Service Commission's Coordinator Program and Warren Irons, CSC Executive Director and Eugene Lyons, Presidential Special Assistant for Personnel Management, agreed to work with the Committee staff to devise methods for increasing employment of the handicapped in the Federal service.

Maj. Gen. Melvin J. Maas, USMCR Ret., Committee Chairman, presided at the meeting and asked Mr. Lyons and Presidential Deputy Assistant Gerald Morgan to work with Committee staff in making greater use of Commission records showing accessions of the handicapped in government.

Commerce Secretary Frederick H. Mueller, attending his first Council meeting, emphasized that working with the handicapped had been very "dear to my heart" for the past 35 years. Council members include the Secretaries of Commerce, Labor and HEW, the Veterans Administrator, and the

Civil Service Commission Chairman.

The following items were agreed upon:

Continued emphasis on the handicapped in manpower speeches.

At least one major speech annually by Council members.

Continued emphasis upon services to the severely handicapped.

Establishment of a government information committee to better publicize NEPH Week, 1960.

Another Special Report to the President will be published, presenting in full the reports by Chairman Maas and the five Council Departments and Agencies.

In his report, General Maas said in part:

"I am happy to announce that the three Ad Hoc Committees on Building Entrances, Vending Stands and the Federal Census can be discharged with appreciation, as all three projects are now moving forward at the staff level, thanks to the generous momentum supplied by the Chairman and members of these three working groups. I believe that the Ad Hoc Committees on Retention of Injured Workers and on Performance of Handicapped Workers probably can be similarly discharged with appreciation following the meeting today. This will leave the Ad Hoc Committee on Safety Engineers as the sole remaining group established prior to our meeting today. I am indeed grateful to all those who worked so hard to bring to completion these var-

ious special projects." In conclusion, he expressed thanks all around, saying:

"At this time, I wish to again express my personal appreciation to Secretary Mitchell, Secretary Flemming, and Veterans Administrator Whittier for their devoted service to the handicapped both in their official capacities and as members of our Advisory Council. I also wish to thank Secretary Mueller and Chairman Jones for continuing to carry out the fine work begun by former Secretary Strauss and former Chairman Ellsworth. To the alternates and Bureau heads who back stop the Council members, my additional appreciation and gratitude."

Mr. Whittier chaired the Building Entrances Committee, Assistant Commerce Secretary George Moore, the Vending Stands group, and Dr. Eugene Chapin, Commission Medical Officer, the Census project. Under Secretary of Labor James C. O'Connell headed the Retention Committee which made its final report and was discharged and Secretary Flemming reported completed action on the Work Performance ad hoc group.

Mr. Flemming's recommendations were as follows and were later approved by the Chairman:

"That the President's Committee not recommend the conduct of a study designed to "up-date" the 1947 BLS-VA study, Bulletin 923 at this time.

"That the President's Committee encourage and promote the conduct of a study of employer policies, management procedures and personnel practices in considering and carrying out management policies for the hiring of handicapped job applicants, preferably

in the form of an expanded project based on the pilot project conducted by Industrial Relations Counselors, Inc."

Committee Vice Chairman Earl Bunting reported on an ad hoc committee project to obtain increased cooperation from Safety Engineers in finding job opportunities in industry for qualified handicapped workers. He reported establishment of a committee including Arthur Motley, Director, Bureau of Labor Standards and Chairman, Federal Safety Council, as government representative and Earl S. Hannaford, Safety Engineer, American Telephone and Telegraph Co. and Chairman, Industrial Conference, National Safety Council, as industry representative.

His report said in part:

"Mr. Motley has made available a Management Intern for a 90-day period to work with the President's Committee on this project. Plans at present call for some or all of the following promotional efforts: Special exhibit and reference to the project at the March meeting of the President's Conference on Occupational Safety; special article in the *National Safety News* and exhibit space at the National Safety Congress in 1960; articles in *Safety Standards*, *Performance*, and *Employment Security Review*; discussion of subject at future meeting of the Federal Safety Council; preparation of a brochure directed to safety engineers; additional contacts with such groups as American Society of Safety Engineers and National Society of Professional Engineers and with other professional engineering societies with emphasis upon promotional aspects."

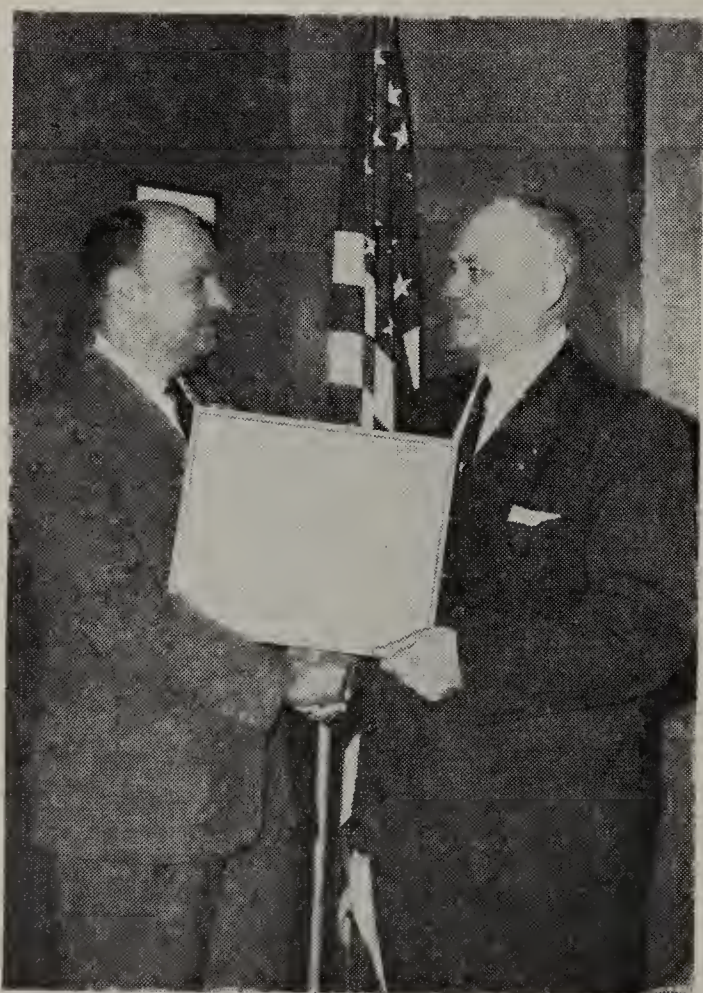
Prominent Georgians Cited



Gov. Ernest Vandiver of Georgia presents Citation for Meritorious Service from the President's Committee to Clifford M. Clarke, Jr., Chairman of the Georgia Governor's Committee on Employment of the Physically Handicapped and Executive Vice President of Associated Industries of Georgia.

Shown, left to right, are: Elbert Forester, Assistant Director of the Employment Security Agency, Georgia Department of Labor; Mr. Clarke; Governor Vandiver; Bill Allgood, Information Officer, Georgia Department of Labor; and Bruce Hall, Secretary of the Governor's Committee and staff member of Vocational Rehabilitation Division, Georgia Department of Education.

Governor Vandiver praised Mr. Clarke for his role during the past several years in getting employment for physically handicapped Georgians.



Clifford M. Clarke, Jr., left, Executive Vice President of Associated Industries of Georgia and Chairman of the Georgia Governor's Committee on Employment of the Physically Handicapped, recently presented a Citation for Meritorious Service to Georgia Commissioner of Labor Ben T. Huiet.

The Citation was awarded by the President's Committee to Mr. Huiet for his "personal leadership and inspiration in the field since the program began."

Mr. Clarke stated: "Georgia Tech Stadium would be filled to overflowing if all the handicapped people who have profited from your example and help were to be on hand to witness this presentation."

Safety Conference Faces Challenge

EDITOR'S NOTE: *Because the prevention of an occupational accident automatically prevents the creation of another handicapped worker, the President's Committee, through the years, has maintained an abiding interest in the national effort to reduce the rate of disabling injury in industry.*

WITH A RECORD attendance exceeding 3,000, the biennial session of the President's Conference on Occupational Safety faced the challenge of the dangers inherent in the Nation's ever-expanding industrial technology during a 3-day session held in Washington, March 1-3 at the Departmental Auditorium.

Speakers and panel sessions placed emphasis on the continuing industrial and technological expansion which constantly creates new occupational hazards with each succeeding year.

The conference delved at length into problems caused by new combinations of materials, machines, and manpower.

Secretary of Labor James P. Mitchell told an overflow gathering at the first-day session of the conference at Constitution Hall, March 1:

"The figures that are before you—an 8 percent rise in the number of disabling work injuries, a 4-percent rise

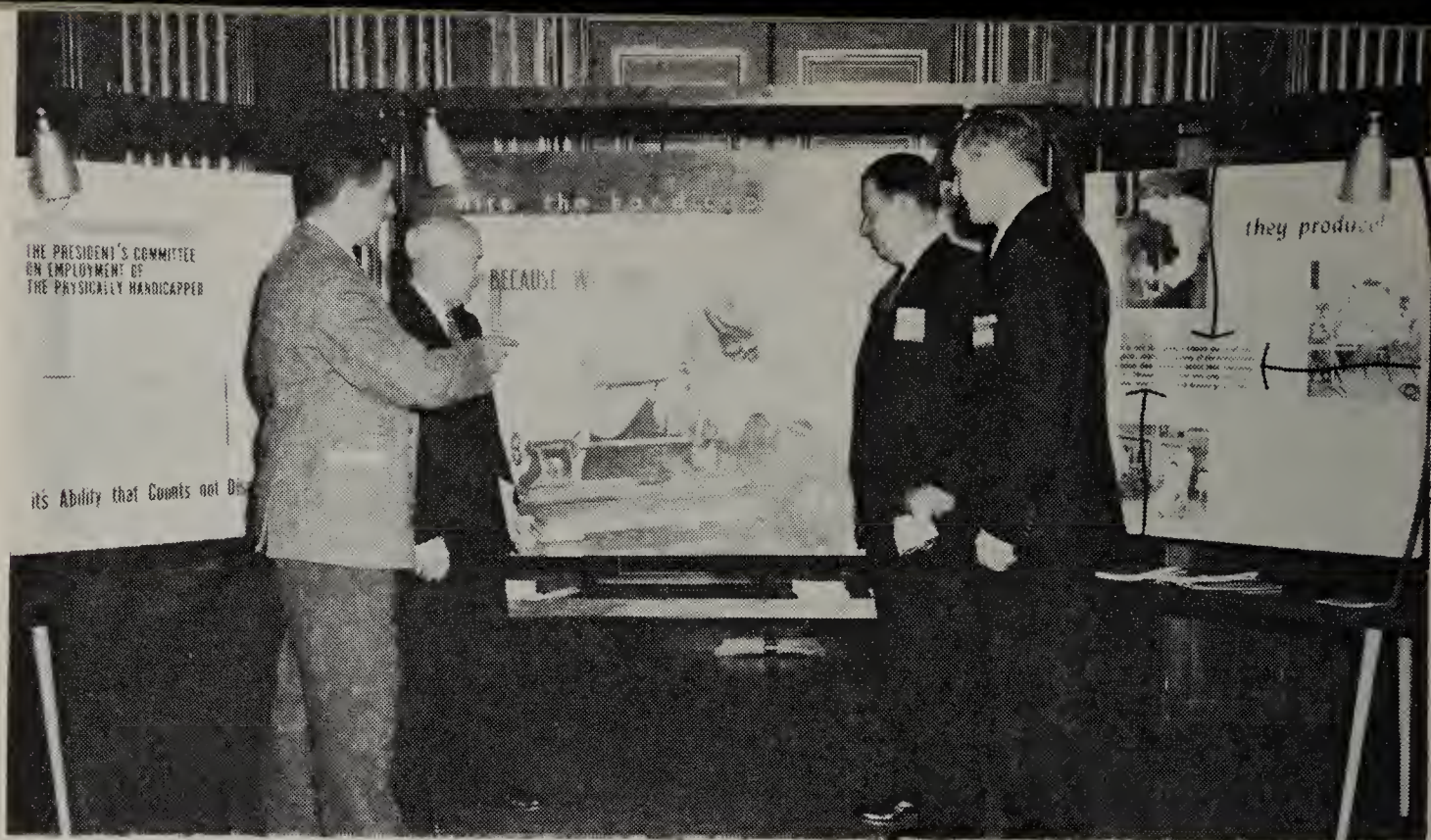
in the number of work deaths—are indeed sobering. They result, in part, from the evolutionary changes taking place in American industries and occupations, changes that involve the assimilation of untrained workers, and the shifting of trained workers, in an atmosphere of experimentation, exploration and competition.

"This Conference, occurring as it does at the beginning of a decade in which the world will see more change than ever before, can be a milestone. Our industrial system, if the job done here by you is done well, may look back to this Conference as the decisive event in shaping change to suit the safety of the individual. . . . Ironically, there is danger in change.

"The more rapid and fundamental the change, the greater the danger to those men and women who must control and utilize it. Industrial change has always increased occupational injuries, and while the 'industry of discovery' may relieve the labor force of many hazardous manual and physical jobs, it does not remove the danger element from work; it merely moves it to a different plane where it assumes dif-

Sharing the spotlight with Smokey the Bear are (left) "Paula Bunyan," Miss Ruth Ann Shenk, a secretary with the U.S. Forest Service, Department of Agriculture; and "Paula's Helper," Mrs. Inez Buchanan, a secretary on the President's Committee staff. The girls distributed safety literature during the Conference.





Numerous members of the President's Committee are also members of the President's Conference on Occupational Safety. Pictured in front of the Committee's exhibit at the Conference are (left to right): William P. McCahill, Executive Secretary of the President's Committee; R. C. "Tommy" Thompson, former Co-chairman of the Maryland Governor's Committee on the Handicapped; Arthur W. Motley, Director, Bureau of Labor Standards, U.S. Department of Labor; and Alfred C. Blackman, Managing Director, American Society of Safety Engineers. Mr. Thompson and Mr. Motley are both members of the President's Committee.

ferent forms. . . . We can no longer wait until an accident occurs to discover that a new machine, a new practice, a new element may contain a danger element.

"Nor can we comfort ourselves that exposure to new hazards may be small. If there are only 7 astronauts preparing for their incredible adventure in space, there are hundreds of thousands of engineers, technicians and skilled craftsmen designing, making, testing and using the equipment, fuels, construction facilities and test sites that contribute to such an adventure—and this kind of activity will increase in great measure.

"We cannot shift work injuries from one place to another and pride ourselves that they have been eliminated from the first place. . . .

"The President has called upon us to

'devise a program of voluntary action to bring about a better safety record in all places where Americans are at work.' "

In a provocative talk, "The Challenge of Safety In A Changing World: The 'Unchanging' Nature of Man," Leonard Carmichael, Secretary of the Smithsonian Institution, pointed out how man, in his attempts to improve materials and machines, has created more and more "ingenious Frankenstein monsters."

"Man," Mr. Carmichael said, "in spite of his unchanging cell complexes and his fixed organ systems, plays ever new roles in relation to an always changing environment such as that presented by the new machine systems of the present day. Men and women, however, must never be thought of as mere protoplasmic links or units in

these complex systems. In many new automatic machines, human brains are needed, as the terminology of today puts it, to process, to store, and to transmit signals and also to deal with patterns of stimuli, to relate new patterns to each other and above all to make decisions. But the possessors of these eyes, ears, and brains are also citizens and parents. . . .

"One who is interested in the prevention of accidents and in the maintenance of human efficiency will do well, therefore, to remember that no drug has been discovered that increases the year-in and year-out efficiency of normal, well nourished and properly rested men and women. Lasting

human efficiency, human happiness or the prevention of human accidents is not sold in bottles. Desirable human states are fostered by proper sleep, proper nourishment and by adherence to all that we know and are continually learning about the rules of good physical and mental hygiene.

"In conclusion, it may be said that the scientific student of the unchanging characteristics of human nature should begin by recognizing every aspect of the aspirations and the attitudes of free human individuals as well as facts about human reaction times, the dark adaptation of eyes, and a thousand other specific physiological and psychological facts."

Welcome to New OVR Publication

PERFORMANCE warmly welcomes "Rehabilitation Record," a new bimonthly magazine of the Office of Vocational Rehabilitation of the Department of Health, Education, and Welfare to the family of publications produced by the Federal Government.

It is a happy combination of popular and technical articles devoted to the field of rehabilitation and placement and will be an invaluable tool to workers in the national program to rehabili-

tate qualified handicapped men and women and place them in jobs suited to their abilities.

Sydney H. Kasper is Editor. "Rehabilitation Record" is distributed without charge to OVR and State rehabilitation offices and cooperating agencies. It is also available on subscription at \$1.75 a year (single copies, 30 cents) from the Superintendent of Documents, U.S. Government Printing Office, Washington 25, D.C.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

ARTICLES MAY BE REPRINTED WITH OR WITHOUT CREDIT. PHOTOS ARE AVAILABLE UPON REQUEST; GIVE CREDIT WHEN INDICATED.

A Rightful Place for the Mentally Restored

By Lawrence J. Linck, Executive Vice President
National Association for Mental Health

READING, RECENTLY, through a study conducted in Massachusetts on "Employers Attitudes and Practices in Handling Ex-mental Patients," I came across these comments:

"Though a large majority of employers say they are willing to hire former mental patients, few of them actually do. . . . It is not surprising that ex-mental patients tend to conceal the history of their mental illness when applying for work. Prejudice produces the concealment. Concealment helps maintain the prejudice.

"Adding to the difficulty is the fact that employers do not consider mental illness or the employment of ex-mental patients as their problem.

"Perhaps more important to the former patient than the loss of an opportunity to work, is the loss of those vital by-products to successful employment—self-esteem, pride and ambition."

At this point I got the flash feeling—"Where have I read this before"—and then, of course, I remembered where I had read it before—in PERFORMANCE, many times, and in dozens of other publications dealing with the employment problem of handicapped people.

Of course I hadn't read it in exactly these words and, of course, what I had read before had to do with the physically handicapped rather than with ex-mental patients.

But here it was, all over again, in essence—the prejudice, the concealment, the pain and suffering, the in-

jury to self-esteem, pride and ambition.

And it was the sameness of the essential theme and its variations that reaffirmed for me a feeling I have had many times in the past in the course of my work in many programs for the relief of the handicapped. And that feeling is this—Why the President's Committee for the *Physically* Handicapped? Why not the Mentally Handicapped, too? Why not just The Handicapped, to cover the mentally handicapped and the physically handicapped . . . all the people whom nature or accident had injured in such a way as to impair their acceptability for employment though not their capacity to work?

It happens, of course, that I have at present, by virtue of my present occupation, more than a personal, philosophical interest in this matter.

While I served, for many years, as executive director of the National Society for Crippled Children and Adults, I am now deeply involved in the mental health cause. My organization, the National Association for Mental Health, is concerned with the mentally sick person before he is admitted for treatment, while he is under treatment, and after he has been discharged from treatment.

We cannot be any less concerned with the rehabilitation of the former mental patient than we are with his care while he is under treatment, for what good is it to assure a mentally sick person the best treatment avail-

able, and to effect his recovery, if, on discharge, he is confronted with conditions which destroy his morale and send him back to the mental hospital.

Last year 165,000 people were discharged from public mental hospitals in the United States. At the very same time that these ex-patients were being discharged, another 80,000 were being readmitted. Many of these people, we know from experience, had to be readmitted because on their discharge they were thrown into an intolerable situation—a situation in which they were met with outright rejection, or were unable to find suitable living arrangements, or adequate follow-up medical care, or a suitable occupational situation.

Rejection cuts deeply, whether it comes from a friend, a relative, or an employer. And when rejection is coupled with denial of the opportunity to earn a gainful living, and to enjoy the fulfillment of achievement, then it can be utterly devastating—no less to the person with a mental handicap, than to the one with a physical handicap.

Unfortunately, the former mental patient has an additional handicap to overcome, and that is the age-old stigma and prejudice which still attaches to mental illness, despite the almost miraculous changes in public attitudes during the past half dozen years. He may be fully recovered—retain no impairment whatever in his ability to perform adequately in his chosen occupation or profession. Yet, he will, in most instances, be denied his old job—or one of equal technical or professional level—because of persistent misconceptions about the per-



Lawrence J. Linck

manence of mental illness ("once insane, always insane"), or about the alleged unpredictability of the behavior of the mentally ill.

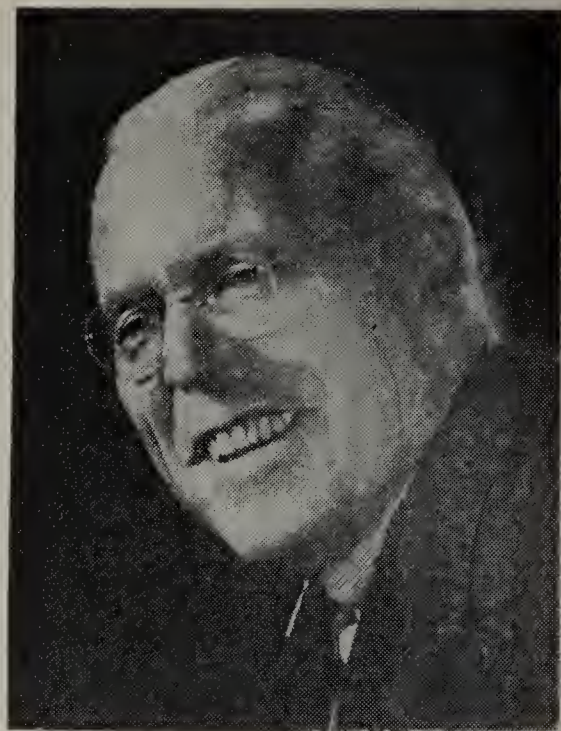
Yet, from experience we know that this unfortunate stereotype is unfounded and that the very great majority of recovered mental patients are "as good as new," or at least as good as they were during the 10, 20, or 30 years they performed satisfactorily on the jobs they held before their breakdown, and the ones which are being denied to them on their return.

There are, of course, very many patients who are discharged from mental hospitals not fully recovered, but sufficiently improved to warrant their return to their communities and families. In very many of these cases, there is an impairment of function—perhaps in motor coordination, or the ability to concentrate, or the patience to perform a monotonous task for many hours. Some ex-patients might be "edgy," easily upset, subject to changes of mood. These and a dozen different kinds of handicaps may de-

(Continued on p. 13)

Man's Finest Possession

DAVID L. LAWRENCE
Governor of Pennsylvania



WE BELIEVE that the dignity of Man is his finest possession. Every man, regardless of his infirmity, has a right to that dignity. He has a right to self-respect. He has the right to attempt to support himself and his family. When he is afflicted, he deserves the attention and help of his fellow citizens.

Consider the story of Clifford Benson. In 1941, Mr. Benson, a quarry worker, suffered a fracture of his spine when his automobile slipped off the jack while he was repairing it. Both his legs were completely paralyzed. He was confined to his bed for several years and required constant attention. His family feared that he would be incapacitated for the rest of his life.

The Bureau of Rehabilitation studied his case and sent him to a hospital for a year where he received physical therapy and was finally able to sit in a wheelchair. Meanwhile, the rehabilitation counselor had discovered that Mr. Benson had a special aptitude in the use of small tools and for detailed work.

Clifford Benson was instructed in

the repairing of watches and clocks, and upon completion of his training, he established a repair shop in his home. His watch and clock repair business became so successful that he was able to build and open an ice cream stand which is now a profitable business.

Mr. Benson's story is only one of thousands of success stories each member of this Committee can tell, with justifiable pride, on the human side of this work.

On the statistical side, during the past fiscal year, 1958-59, the State Bureau of Vocational Rehabilitation prepared and placed 5,878 disabled persons in gainful employment; the State Council for the Blind gave rehabilitation to 239 persons with impaired vision in the same period.

This total, 6,117 persons, led the entire nation in vocational rehabilitation and placement during the 12-month period.

The work done by the Bureau of Vocational Rehabilitation seems costly at first glance. Last year, for example, it cost an average of \$710 to provide service for each of the 5,878 cases

221 2

treated and trained. But, once these men and women have been trained and returned to employment, they will pay out—in 2 or 3 years—nearly \$710 in income tax to the Federal Government. They become taxpayers rather than tax consumers.

Another governmental agency is doing an excellent job for the disabled. The Bureau of Employment Security aims at finding the best possible job for the worker and the best possible worker for each job. In the first 7 months of 1959, it placed 14,543 in jobs—an increase of more than 18 percent over the same period in 1958. Employment has been secured for more than 76 percent of all handicapped applicants.

The problems of the handicapped are, very simply, the problems of all society. It is society's duty to aid in meeting them. We have a direct responsibility as citizens, as committee members, and as government officials. We can be proud of the work we have done in recent years.

I urge you to remember that the fight is far from over. Let's make 1960 our best year yet in the effective employment of the handicapped. I pledge my energies with yours to the fulfillment of that goal.

Rightful Place

(Continued from p. 11)

crease the overall efficiency and ability to perform. Yet, certainly, a limited impairment does not mean total disability, and 75 percent efficiency doesn't mean total uselessness.

It is obvious, that as in the case of the physically handicapped, employers and their employees will have to be helped to overcome their misconcep-

tions and to learn the truth about the employability of these formerly mentally sick people who continue to bear minor or even major handicaps. When this is done, we may expect that many additional thousands of these people will find their rightful places in business and industry, and through their work serve their families, their communities and society as a whole.

It seems quite reasonable to me that one effective way to facilitate this change would be for our national officers and national headquarters staff to engage more actively in cooperative work with the President's Committee on Employment of the Physically Handicapped, and for our 43 State affiliates to do likewise in relation to the Governors' Committees. A communication has already gone out to our affiliates urging them to proceed along these lines. We would certainly hope that one of the results of this cooperation would be the expansion of the objectives of the President's Committee to include help on the reemployment of the mentally or emotionally handicapped. We salute the great good work that has already been done. We know that it can immeasurably enrich our society if it can be extended to the mentally or emotionally handicapped as well.

The President's Committee and the Governors' Committees may be assured of the unqualified support of our National Headquarters and of our State and local affiliates in helping to bring about the day when there will be but one rule governing employment—the maximum opportunity for each individual to develop, grow and contribute to his maximum capacity.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

Progress Reported at President's Committee Executive Sessions

PROGRESS reports and the separation of fringe benefits from workmen's compensation benefits into two, separate proposed committees featured the recent session of the Executive Committee of the President's Committee.

On recommendation of the Compensation Benefits Committee, the Executive Committee approved changing the name of the committee to the Workmen's Compensation Committee and limited it to that type of insurance.

In a report, presented by Louie E. Woodbury, past President of the National Association of Insurance Agents and chairman of the new Workmen's Compensation Committee, the group was told workmen's compensation and fringe benefits present different types of problems. After much discussion of health and other fringe benefits, the Executive Committee voted another committee to study the impact of these benefits on the handicapped.

The group also decided to refer the proposed pilot survey of handicapped persons in Albert Lea, Minn., back to the Albert Lea Survey Committee for further consideration.

A proposal to change the name of the Physician's Award to the "McIntire Memorial Award" in honor of the late Vice Adm. Ross T McIntire, first Chairman of the President's Committee (1947-54), was referred to the Medical Committee for a recommendation. The President's Committee staff was directed to look into possible participation with the Navy in the Navy's proposed McIntire Memorial project.

Additional progress was reported on information activities of the President's Committee with the formation of a Cartoonists Committee, under the chairmanship of Allen Saunders, creator-owner of the "Mary Worth" and "Steve Roper" comic strips, and a Library Committee to be headed by Emerson Greenaway, Director of the Philadelphia Free Library. Also in the process of formation is a labor press subcommittee.

Another feature was the showing of the President's Committee's latest film, "The Biggest Bridge In Action," a 29-minute black and white film produced by Mutual of Omaha telling of the problems faced by the handicapped in acquiring jobs.

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THE STORY OF THE HANDICAPPED



*68-Year-Old Blind Worker
Starts New Career*

The President's Committee on Employment
of the Physically Handicapped

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Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment
of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Earl Bunting, Gordon M. Freeman
Vice Chairmen

William P. McCahill
Executive Secretary

Vol. X, No. 12

June 1960

Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

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Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Civil and Defense Mobilization, and the Administrator of the General Services Administration.

Use of funds for printing this publication
has been approved by the Director of the
Bureau of the Budget, June 11, 1959

Lyman B. Kirkpatrick, Jr., Honored

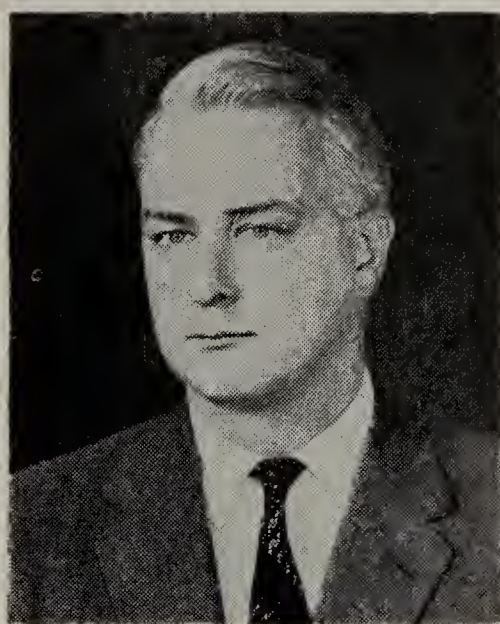
LYMAN B. KIRKPATRICK, JR., Inspector General of the Central Intelligence Agency, has been selected by the National Civil Service League as one of the top 10 career men in the Federal Government for 1960. The award was presented to Mr. Kirkpatrick at a colorful dinner in Washington, D.C., on March 15.

The League, a nonpartisan citizen organization established in 1881, annually presents an award to 10 Federal employees chosen because of competence, character, and achievement as representing the highest standard of a career service.

Mr. Kirkpatrick was born in 1916 in Rochester, N.Y., studied at the University of Geneva, and graduated from Princeton in 1938. He lives with his wife and four children in Fairfax, Va.

Poliomyelitis dealt Mr. Kirkpatrick a devastating blow in 1952. He has risen above a lasting physical handicap to become a tower of strength in CIA. Before the war he worked for U.S. News Publishing Company in Washington. During the war he served in Office of Strategic Services and on the staff of Gen. Omar Bradley's 12th U.S. Army Group as Intelligence Briefing Officer, and received the Legion of Merit, Bronze Star, European Theatre Ribbon with 5 battle stars, and the French and Belgian Croix de Guerre. After the war he returned briefly to the U.S. News as an editor of "World Report," and in 1947 went into the newly established Central Intelligence Agency, where he has been ever since serving in a variety of key positions. In 1950,

he was Executive Assistant to the Director, Gen. Walter Bedell Smith, and was promoted to his present position in 1953.



Lyman B. Kirkpatrick, Jr.

During the period of CIA's establishment, Mr. Kirkpatrick worked untiringly in helping to set up and organize the various components and activities. Due to his broad knowledge of intelligence functions and keen understanding of problems involved, his accomplishments stand as one of the really great contributions to its successful founding. In his present post, he demonstrates a constant alertness to actual or potential problem situations. His broad knowledge and ability as an analyst have enabled him to assess the value of the work of the various components of the agency and recommend policies and lines of action in important matters. He is a devoted advocate of the career service concept and has been instrumental in initiating programs for training and developing personnel.

Braille Gadget For Phone Makes New Job For Blind Worker

JOE WOOD, now 68 years old, has started a new career because his employer had faith in his ability, and Joe had the desire to succeed. (See cover photo.)

Joe Wood has been blind since he was 9 years old. For over 6 years, he had been a good messenger for Jafco Distributors, Inc. and had established a reputation for his reliability, when an accident ended his usefulness as a messenger.

The accident? Joe walked into the bumper of a car parked across a sidewalk. It was soon evident that the injury to his knee would not allow him to walk the many miles required to fulfill his job.

He wanted to continue working, and he hoped that his employer would give him a chance to prove himself in another capacity. One job Joe believed he could do was answering the telephones. Six main lines come into the office, and there are many extensions, but Joe felt that despite his blindness he could handle the job.

Sid Jaffe, who operates Jafco Distributors in Seattle, Wash., did not want to lose his faithful employee. He listened while Joe explained that he could save the time of the salesmen, by answering the phone. By using different sounding bells he could identify the various incoming calls. They decided to give it a try. Pacific Telephone cooperated on the bell system, but a snag soon developed. Joe could not tell when a line was busy, or what lines to use for out-

going calls. Finally, Pacific Telephone engineer, Herb Karr, designed something better—a unique six-button telephone with “Braille Light Indicators.” Whenever a line rings, a plunger comes up to tell Joe which line to answer. When the plunger is out, he knows the line is busy.

Now, Joe answers 300 to 1,200 calls a day. He takes orders and messages over the phone on his Braille typewriter and transcribes them to regular typing so his fellow workers can better serve their customers. He has devised a Braille file which condenses a catalog of 320 pages, containing some 3,000 merchandise items and their descriptions, model numbers, prices, and other pertinent information.

In 1913, Mr. Wood enrolled in the University of Washington located in Seattle. Compelled to work his way through college, he completed business college training as a dictaphone transcriber, and worked intermittently in that capacity. After 38 years of this work and school routine, Joe, in 1951, received his Bachelor of Arts Degree in English from the University at the age of 60.

During National Employ the Physically Handicapped Week 1959, Lawrence T. Burdick, Assistant Director of Information for the President's Committee, presented the Committee's Citation for Meritorious Service to Mr. Wood. At that time, he also presented the Committee's Employer Merit Award to Jafco Distributors.

Banta Honored By Davis Memorial Goodwill Industries

FOR OVER 20 years of outstanding service, both nationally and at the local level in behalf of the physically handicapped worker, K. Vernon Banta, Deputy Executive Secretary of the President's Committee, was one of three recently to receive the 1960 Davis Memorial Citation.

These awards are made annually by Davis Memorial Goodwill Industries of Washington, D.C.

The presentation was made at a luncheon meeting at the Hotel Statler in the Nation's capital. Mr. Banta was honored for "two decades of service to disabled veterans and handicapped civilians."

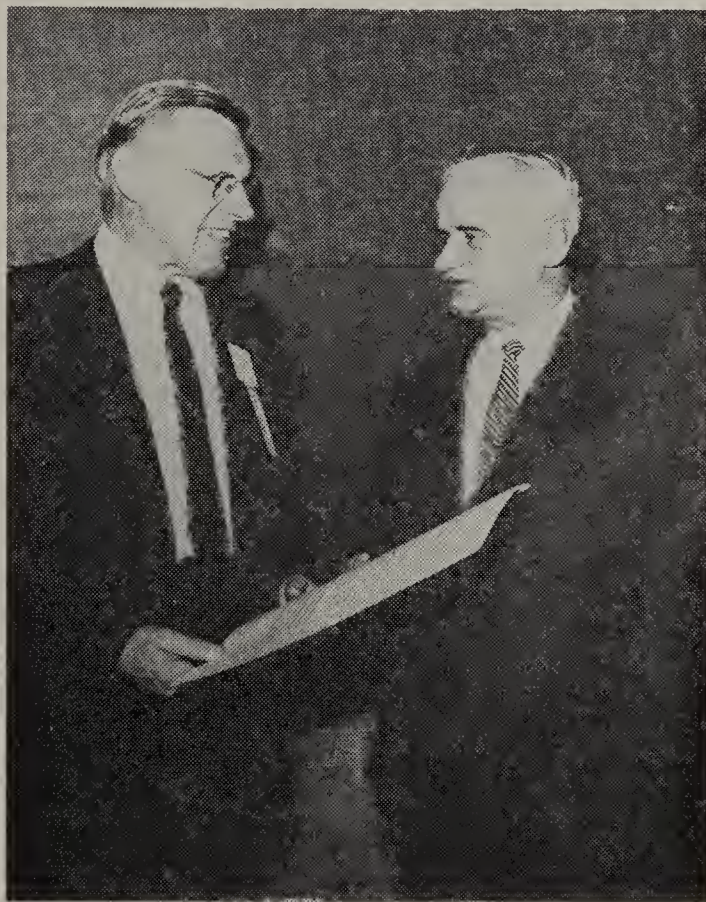
Mr. Banta, "Father of Selective Placement," is a familiar figure on speakers platforms, at head tables, and in State and local employment offices all across the country.

A native of Wyoming, Minnesota, he took employment in 1920 as a clerk with the Minnesota State Employment Service. Prior to moving to Washington, D.C., in 1939, Mr. Banta was head of the Minneapolis office of the Federal-State Farm Placement Service and manager of the Commercial and Profes-

sional Division in Minneapolis under a research project of the University of Minnesota financed by the U.S. Employment Service, the Carnegie & Rockefeller Foundations, and the Laura Spellman Fund. He also was supervisor of the Veterans Occupational Guidance Center at Fort Snelling Veterans Hospital.

In 1939, while with the Occupational Research Program of the U.S. Employment Service, Mr. Banta did initial work in developing the job analysis technique for placement of physically handicapped people, known as "Selective Placement," a term which he coined.

Mr. Banta was appointed Assistant Executive Secretary of the President's Committee in 1949, becoming Deputy Executive Secretary in June 1957. He has represented the Committee on va-



K. Vernon Banta, Deputy Executive Secretary of the President's Committee, is shown (right), receiving one of the three 1960 citations awarded by Davis Memorial Goodwill Industries of Washington, D.C. Making the award is James C. Dulin, Former President of Davis Goodwill Industries.

rious assignments including conferences in Canada, Puerto Rico, Sweden, and England, and is the author of numerous articles on employment of the handicapped for professional journals, management and labor publications, and various technical and informational publications.

Mr. Banta and the two other recipients were the 10th group to receive the Davis Memorial recognition. In 7 out of the 10 years, President's Committee representatives have been among those receiving awards. Beginning in 1951, the late Vice Adm. Ross T McIntire (MC), USN Ret., first Chairman of the Committee, was so honored. The others are: 1953, Dr. Henry H. Kessler,

Director of the Kessler Institute, who has also won the coveted Physician's Award offered annually by the President's Committee; 1954, Maj. Gen. Melvin J. Maas, USMCR Ret., the present Chairman; 1956, Elmer H. Jebo, Veterans Employment Service, U.S. Department of Labor, President's Committee consultant; 1957, Henry Viscardi, Jr., President of Abilities, Inc., Albertson, N.Y., who also received the President's Committee's Distinguished Service Certificate; and 1959, Willis C. Gorthy, Director, Institute for the Crippled and Disabled. Mr. Viscardi and Mr. Gorthy are members of the Executive Committee of the President's Committee.

Employer Enlightenment Opens New Doors for Handicapped

AMERICA is gaining thousands of productive workers because of changed attitudes toward such crippling diseases as cerebral palsy, Mrs. Alice K. Leopold said recently. Mrs. Leopold is Assistant to the Secretary of Labor, and Director of the Women's Bureau in the Department. This Bureau, in 1958, published jointly with the Office of Vocational Rehabilitation the first booklet of its kind, titled "Help for Handicapped Women."

Speaking before the annual meeting of the Greater Hartford (Connecticut) Cerebral Palsy Association, Mrs. Leopold traced the changes in attitudes from undue pessimism about disabling conditions in the past to today's attitudes. She said there is "a realistic

appraisal" of physical handicaps and a "realistic effort" to overcome them. As an example she cited the changes in knowledge about cerebral palsy. In the field of vocational rehabilitation, this ailment was—for many years—regarded as almost an insolvable problem.

The challenge is being met today, she pointed out, with new understanding and new ideas. In the last 14 years, 10,800 cerebral palsied persons have been restored to gainful employment. This figure is an important encouragement to all cerebral palsy patients, who in the future may find rehabilitation more possible as discoveries of medicine advance.

(Continued on p. 7)

Harold E. Fellows



In Memoriam

ON MARCH 8, 1960, Harold E. Fellows, President of the National Association of Broadcasters and a long-time champion of jobs for the handicapped, died suddenly in Washington.

Death came from a heart attack.

Since 1954, the NAB, representing a large majority of the radio and television broadcasters of the Nation, has put its weight and prestige behind a continuing program to educate all who listen to radio and watch television that "It's Good Business To Hire the Handicapped."

In 1954, during a meeting of the Board of Directors of the then National Association of Radio and Television Broadcasters (since modified to NAB), the board unanimously endorsed a request by President Eisenhower that the broadcasting industry get behind a national program to create a better climate of opinion toward handicapped workers. Mr. Fellows explained at that

time that only one other public service program had ever been promoted as a national campaign by his organization. That was the "Get Out The Vote" drive.

Since 1954, NAB's entire organization has increasingly supported the year-round campaign conducted by the President's Committee and has placed particular emphasis on broadcasts during National Employ the Physically Handicapped Week. Each year, since Mr. Fellows and the NAB put their respective shoulders to the wheel, air time during NEPH Week alone has increased by leaps and bounds and exceeded 3,000,000 in dollar value during 1959.

Nine years ago when Mr. Fellows ascended to the presidency of his organization, he said simply: "Whatever I have got, I will give to the job."

His contributions to the improvement of broadcasting as a whole and to the entire handicapped program in particular will long be remembered.

Counselors View Handicapped Workers on the Job

IN A NEW approach to finding employment for the handicapped, 10 employment counselors from the Division of Employment Security visited Ace Electronics Associates, Inc. plant in Somerville, Mass., recently to learn about job conditions first-hand. The counselors, who make a special effort to build up the confidence of disabled workers and help them in finding jobs, were headed by Charles A. McCarthy, Assistant Director of the State's employment offices.

The purpose of the counselors' visit to the Somerville company was to acquaint them with the conditions under

which handicapped persons work in a modern electronics plant. Knowledge of working conditions is an important factor in sending applicants out for employment.

Mr. Aaron Solomon, President of Ace, said that the visit of the employment counselors would aid both his personnel department and the Division of Employment Security in referring and selecting handicapped workers.

At present, more than 80 percent of the Somerville firm's 175 workers are handicapped, with many actually working from wheelchairs. Mr. Solomon says that when the disabled are placed



Job counselors of the Massachusetts Division of Employment Security are shown looking over the work of Thomas Collette, Islington, a paraplegic, who does inspection work with the aid of a microscope at Ace Electronics Associates, Inc., Somerville. Left to right are: Cora Whalen, Boston; Amelia Rosen, Cambridge; Frieda Thompson, Boston; Ann Harvey, Newton; Charles A. McCarthy, Assistant Director, Division of Employment Security, Boston; Herbert Stone, Boston; and Aaron Solomon, President of the Somerville firm.

in the right kind of job, they make outstanding workers. He said he'd be pleased to demonstrate this fact to any industrialist who wants to visit his plant.

The visit of the employment counselors to a plant hiring the disabled is believed to be the first of its kind in

Massachusetts, according to Mr. McCarthy. The Assistant Director said he thought it would herald a new approach to the placement of handicapped workers in industry here.

Ace Electronics Associates, Inc. manufactures components for guided missiles.

Employer Enlightenment

(Continued from p. 4)

Mrs. Leopold said that medicine, psychological studies, education, rehabilitation, and research have contributed to restoring these persons as wage earners and useful citizens in their communities. She emphasized that much remains to be done to increase substantially the number of persons receiving remunerative employment, to strengthen State and community resources and services to the cerebral palsied, and to continue fighting the disease itself.

The Connecticut meeting is typical of the Bureau's recognition of the importance of cooperation with communities at all levels, local, regional, and State, Mrs. Leopold pointed out.

In 1957, a Bureau field staff was organized to work closely in local areas with management, labor, government, professional, and civic groups. Mrs. Leopold, herself, has made many speeches in every section of the country before organizations from all these

categories. A community forum plan devised by the Women's Bureau was inaugurated and is being used with increasing success in a score of cities. With local organizations sponsoring these meetings, and the Bureau advising and participating, employment opportunities are stimulated for mature women workers. The same technique is now being adapted in several pilot programs for migrant workers.

On a wider scale, a new community roundtable program has been launched by the Department of Labor, under Mrs. Leopold's direction and coordination, in which department officials meet and discuss with top community leaders from labor, industry, education, and civic groups, the community's potential for industrial growth and the development of their human resources through education, training, and placement. This has met with wide acceptance by regional field staff in nearly every State.

BECAUSE OF OUR PRINTING SCHEDULE, THE ANNUAL
MEETING WILL BE COVERED IN THE JULY ISSUE

IBEW Conducts Successful Program for Handicapped Members of Locals

A STIRRING PLEA to the members of local chapters of the International Brotherhood of Electrical Workers to increase their efforts on behalf of physically handicapped workers is made in an editorial by Gordon M. Freeman, International President of the IBEW, in the January 1960 issue of the "Electrical Workers' Journal."

Mr. Freeman said in part:

"As the readers of this Journal must know, from the numerous articles and editorials dedicated to the subject, your International President has a very keen and abiding interest in the problems of the handicapped. Having served as Vice Chairman of the President's Committee on Employment of the Physically Handicapped for more than 4 years, it has been my constant hope and plea that more and more of our locals will concern themselves with problems of the handicapped and do all in their power to help them to find and retain employment.

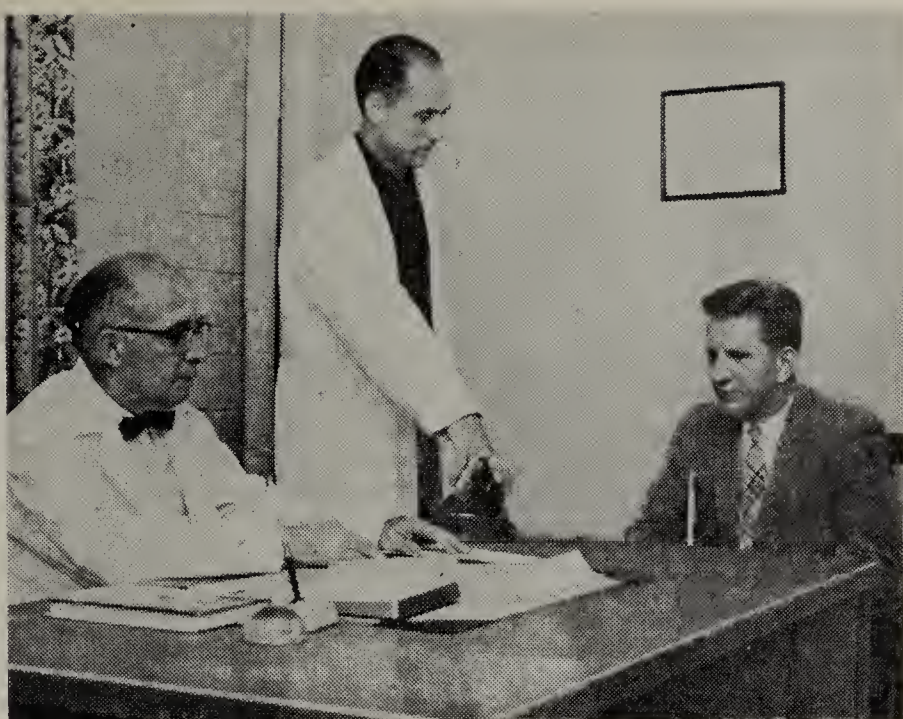
"It was a source of pleasure and gratification this month then, to find in the regular grist of letters for the 'Local Lines' section of our magazine, four separate locals including in their press secretary reports, examples of how fellow members, badly handicapped, are being helped by their locals, rehabilitated, and are now carrying on full and useful lives as workers gainfully employed in the electrical industry."

Mr. Freeman then gives details of four outstanding examples of electrical

union members who overcame handicaps with support of their local unions. One case was a worker in Norfolk, Va., a member of Local Union 80, who lost both hands in an accident. With artificial hands, he became a successful estimator. A Phoenix, Ariz., member of Local Union 387 is successfully employed by a utility company although he suffers from multiple sclerosis and has to work from a wheelchair. In Santa Barbara, Calif., a member of Local Union 413 suffered two broken legs which did not mend. With braces and crutches he is now working every day at a bench job. He is helped by fellow union members who transport him by automobile 35 miles each way to and from work. A member of Local Union 1439, St. Louis, Mo., lost both eyes in the Korean Conflict. He returned to work at the electrical concern where he was previously employed and is now a steward in his department. His fellow workers say he can do almost anything.

"We are proud," said Mr. Freeman, "of our local unions and of our employers, who are cooperating in this humane work of giving a helping hand to persons who have been unfortunate enough to be deprived of some of their God-given, natural faculties. They are still persons with remaining faculties that have been sharpened; they have been made more perceptive through their handicap. And they have a great will and desire to do their best and show the world that they are good, dependable employees."

Dr. Stanley P. Zarlock (right), psychologist at VA hospital, Lexington, Ky., confers with Dr. Dudley A. Roberts (left), Chief, Psychology Service, and Dr. Richard M. Griffith, Chief, Research Psychology.



Blind Psychologist Sees Future For Mentally Restored

DESPITE a smokescreen of existing prejudice, misconceptions, and erroneous beliefs, the one thing that Dr. Stanley P. Zarlock sees clearly is an increasing understanding and acceptance of the mentally handicapped as desirable members of the working force.

Dr. Zarlock sees this condition although he is totally blind. Injured in an industrial accident 16 years ago, the 34-year-old doctor graduated from college as a Phi Beta Kappa and is now staff psychologist at the Veterans Administration hospital in Louisville, Ky. He was recommended for the post by Dr. A. Dudley Roberts, Chief of the hospital's Psychology Section.

In an interview with Joe Reister, a reporter on the Louisville Courier-Journal, in late 1959, Dr. Zarlock said: "Today, no one seriously believes that persons afflicted with mental disorder are possessed by demons. Institutions for the mentally ill, with modern build-

ings and carefully kept grounds, are a far cry from the dungeons of the 18th century.

"Yet, despite the vast progress made in the mental-health program, some attitudes of the general public toward mental illness are still largely based on misconceptions and erroneous beliefs.

"Like a shadow out of the past, superstition and fear continue to shroud the institutions which have made such remarkable advances."

The most difficult phase of personal adjustment, the psychologist said, comes after the patient is discharged from the hospital. "He seeks employment in order to become a productive member of his community, but he is often discouraged and never allowed to fulfill the final phase of mental rehabilitation," Dr. Zarlock asserted.

Unfortunately, he said, "successfully treated mental patients are regarded by some employers with feelings of fear, doubt, and uncertainty. They refuse

to hire them. Somehow, the 'unholy scar' of mental illness still remains the mark of the demon." However, Dr. Zarlock said, "these people can become topflight employees. Before they leave the hospital, their vocational capabilities and limitations are carefully evaluated by the services of counseling psychology. The most suitable occupation is then selected for the individual. Such vocational placement is desired by most employers."

An individual who has overcome mental illness "is usually well motivated to become a conscientious and loyal employee," Dr. Zarlock declared. Steady employment, he said, "gives the individual a sense of security, personal

acceptance, and a feeling of self-respect.

"The value of these personal attributes is perhaps best appreciated by former mentally ill patients."

Dr. Zarlock received his doctorate in psychology from the University of Buffalo where he did his undergraduate work. In 1943, he suffered an accident while working in a mine which robbed him of his sight. Five years later he was graduated from the New York State School for the Blind at Batavia, N.Y.

His wife, Caroline, and numerous friends helped him through his studies by reading assignments to him. While at the University of Buffalo he was elected to Phi Beta Kappa and was named an outstanding psychology trainee.

Little Rock AFB Uses Skills of Handicapped

THE DEPARTMENT of the Air Force has always been a leader among Federal Agencies in utilizing the skills of the handicapped, and Little Rock Air Force Base at Jacksonville, Ark., is no exception.

Kenneth W. Sparrow, Director of Civilian Personnel, said in an interview: "Proper placement is the key to the handicapped worker program.

"When a qualified handicapped worker's physical abilities are properly matched against the physical requirements of the job," he added, "we can confidently predict that he will be a satisfactory worker. The worker then becomes a contributor to the economy and a useful citizen—a taxpayer—instead of a tax consumer."

Sparrow and Col. Harry E. Morrill, Director of Personnel, estimated that approximately 27 percent of the civilian work force at Little Rock Air Force Base is composed of persons with physical impairments. Of this group, the officials stated, more than half have received promotions.

Morrill and Sparrow praised these employees, pointing out that in their experience the performance records, attendance, general demeanor, and morale are equal to or above those of nonhandicapped workers.

Little Rock Air Force Base has been recognized by the President's Committee for its use of physically handicapped workers and for furtherance of the program in the community.

OVR Grants to 30 States and D.C.

A TOTAL of 104 research and demonstration projects in 30 States and the District of Columbia will be partly financed through Federal grants totaling \$2,747,995, it has been announced by Miss Mary E. Switzer, Director of the Office of Vocational Rehabilitation, Department of Health, Education, and Welfare.

Sixty-five of the new projects embrace the fields of prosthetics, orthotics, quadriplegia, mental retardation, mental illness, chronic illness, heart trouble, cerebral palsy, deafness and partial loss of hearing, blindness and other visual

disabilities, and aging. Seventeen of the projects are selected demonstrations designed to make practical use of knowledge gained through research programs conducted during the past 6 years.

Four States who have not heretofore been included among the sponsors of new projects are: Hawaii, Mississippi, South Dakota and West Virginia. A total of \$1,424,522 was awarded by OVR for 65 new projects. The remainder—\$1,323,473—was allotted for the continuation of 39 projects previously approved.

Polio Victim Gets Swimmer's Card

MORE THAN anything else, polio victim Bill DeStigter, age 10, of Sioux Center, Iowa, wanted the official, qualifying card of a beginner in swimming issued by the Red Cross.

Although unable to use his legs, Bill had passed all the Red Cross tests in the "swimming for the handicapped" class at the YWCA pool in Sioux City, Iowa, but he was unable to stand upright on the board for a required straight dive.

The therapist and instructor were discussing Bill's problem at poolside with Mrs. Allie Montagne, safety services director for the Woodbury County Red Cross chapter. They all felt bad about the situation and were trying to think of some kind of an award they could give him.

Just then, Mrs. Montagne happened to glance in the pool and realized they

had been overheard. She saw plucky, little Bill slowly swim to shallow water, drag himself out of the pool, and crawl to the dressing room. She hurried to the door and called out, "Bill?" "I'll be out in a minute," he said.

Soon Bill came hopping out with braces on and his crutches. He came up the deck, climbed up on the board, and executed a perfect stand-up dive, going in—crutches and all. Calmly, he swam over for one crutch, went back for the other, and then looked up at a tearful Mrs. Allie Montagne. "Can I have the card now, Allie?" He got it.

Bill lives with his parents, Mr. and Mrs. Tunis DeStigter on their farm in Sioux Center. His 8-year-old sister, June, has paralysis in one leg and arm from polio suffered when Bill was stricken in 1952. She also attends the swimming classes and is doing well.

NRA Backs Broader Coverage In Rehabilitation Programs

AT A RECENT conference in Boston, the National Rehabilitation Association pledged support for expansion and improvement of rehabilitation programs, including legislation aimed at making Federal-State programs available to thousands of persons presently ineligible for rehabilitation services.

Among the resolutions adopted by the conferees was one urging passage of NRA-sponsored legislation to improve evaluation services given by rehabilitation agencies, provide independent living rehabilitation for those without recognizable vocational potential and establish programs to assist in the construction of workshops and other facilities.

The organization also:

- Urged members to do what they could on the State and local level to assure more adequate financing for rehabilitation.
- Called for continuing studies and research on the most effective way re-

habilitation services can be made available to the handicapped.

- Reiterated support for demonstration projects and research supported on a Federal-State basis by the Office of Vocational Rehabilitation, the Public Health Service, the Veterans Administration and other private groups.

- Urged close cooperation among colleges and universities which have rehabilitation worker and potential employer training programs in preparation of individuals for employment in these fields.

- Declared continuing concern for development of adequate standards for evaluation of rehabilitation centers and workshops.

- Stated it is in the national interest that persons under the Old-Age and Survivors Disability Insurance program have an opportunity to benefit from rehabilitation services.

- Commended its Board of Directors, National Staff and faculty members for a series of institutes for chapter leaders held last summer.

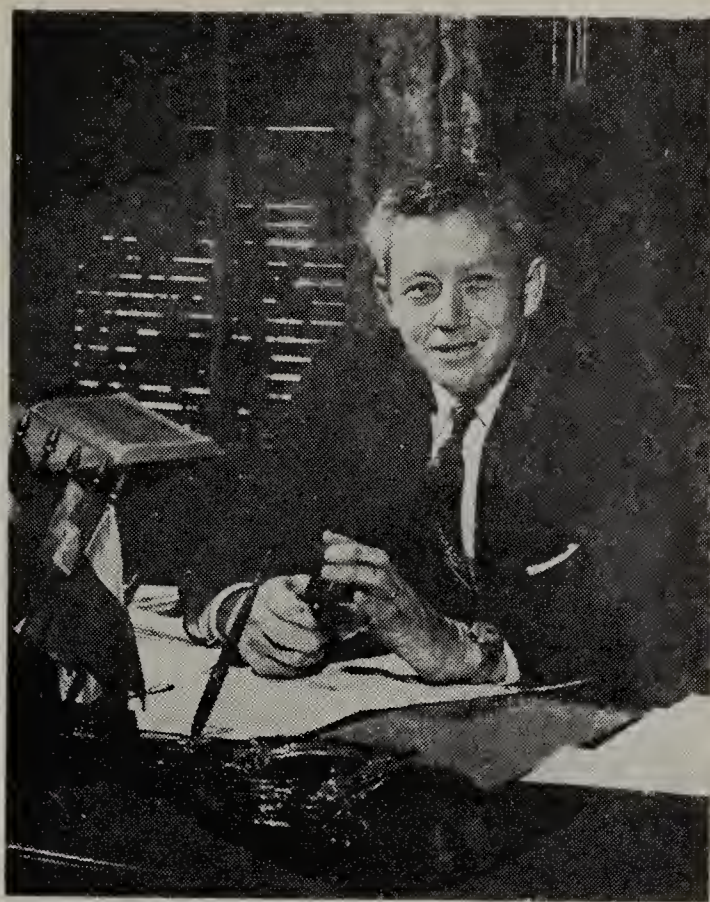
PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

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Everybody Profits

LeROY COLLINS

Governor of Florida



NO BETTER examples of enlightened democracy and action can be found than local, State, and national programs through which disabled persons are rehabilitated and their services utilized in well-chosen employment. Everybody profits when an individual who was idle because of a handicap is prepared for a job and given an opportunity to work at his highest level.

Useful work, as we all know, has great social as well as individual value. But we have not always recognized this well known fact in dealing with disabilities. All too often we have been inclined to want to make life comfortable and easy rather than meaningful and productive for our disabled people. Of course, we should provide services to relieve pain, give physical and personal comfort, but in our treatment and care of the disabled, the greatest em-

phasis must be placed on rehabilitation to the end that all remedial handicaps shall be reduced to the minimum, and all potential capacities utilized to the maximum.

The final and perhaps the most important step in rehabilitation is, fortunately, a job which an individual can do. This is where the employer can make a really significant contribution. The fine record of disabled employees made on selected jobs all over America shows that the employers who have chosen them in a businesslike way have helped themselves as well as the disabled employees.

The slogan, "Hire the Handicapped, It's Good Business," has a great deal of meaning. It is not only good business, it is important business and it should be bigger business.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

Four New State Chairmen Named

FOUR NEW CHAIRMEN of Governors' Committees have been appointed since the State roster was published in the January issue of PERFORMANCE. In keeping with the policy of publishing the names and affiliations of State Committee leaders as soon as possible, PERFORMANCE notes the following new Chairmen: A. F. Trebil-

cock, Vice President, Borden Company, Milwaukee, Wis.; L. W. Binger, Manager of Personnel Services, Minnesota Mining and Manufacturing Co., St. Paul, Minn.; Macon Berryman, Commissioner of Social Welfare, the Virgin Islands; and Roy Patton, Executive Director of the Crossroads Rehabilitation Center, Indianapolis, Ind.

"Rehabilitation Literature" Has 21st Anniversary

THIS month PERFORMANCE notes the 21st anniversary of an important rehabilitation publication. The National Society for Crippled Children and Adults now enters the first year of the third decade in the life of "Rehabilitation Literature" a technical journal which has been of valuable assistance to professional workers and students in the field of rehabilitation.

Volume No. 1, January 1960, of the publication has a completely revised format and, according to its editor, is a "reviewing and abstract journal which

identifies and describes current books, pamphlets, and periodical articles pertaining to the care, welfare, education, and employment of handicapped children and adults."

The contents include the following standard features: Article of the Month, Book Reviews, Digests, Abstracts, Comments, and Events. Annual subscription rate is \$4.50 in the United States and \$5.00 in foreign countries. Orders may be addressed to Rehabilitation Literature, 2023 West Ogden Avenue, Chicago 12, Ill.

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Performance

THE STORY OF THE HANDICAPPED



*Vice President Nixon and Winners
of the 1960 National Essay Contest*

The President's Committee on Employment
of the Physically Handicapped

JULY 1960



1960 ANNUAL MEETING ISSUE

Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment
of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Earl Bunting, Gordon M. Freeman
Vice Chairmen

William P. McCahill
Executive Secretary

Vol. XI, No. 1

July 1960

Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

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Cover Photo: (Left to right) Cynthia Neild, Kay Clausing, Gail Marie Chadwell, the Vice President, Craig Grant, Kay Smith, and Sandra Jean Fairburn. See story on page 1.

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Photo Credits: Miller of Washington; U.S. Department of Labor; and Veterans Administration.

Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Civil and Defense Mobilization, and the Administrator of the General Services Administration.

Use of funds for printing this publication has been approved
by the Director of the Bureau of the Budget, June 11, 1959

While placements of qualified handicapped persons have increased over the past years, special emphasis in this area should result in an even greater increase in placements."

The first step in this new program was the development and distribution by the Small Business Administration and the President's Committee of 500,000 pamphlets explaining the importance and advantages of hiring qualified, physically handicapped workers.

The Small Business Administration has mailed 6,000 copies to each of its 15 regional offices in Atlanta, Boston, Chicago, Cleveland, Dallas, Denver, Detroit, Kansas City, Los Angeles, Minneapolis, New York City, Philadelphia,

Richmond, San Francisco, and Seattle. In addition, 1,000 copies were mailed to each of the Small Business Administration's 45 branch offices and 1 copy each to 18,000 individuals interested in its program.

The President's Committee mailed bulk quantities to Governors' Committees in the 50 States, the District of Columbia, the Virgin Islands, and Puerto Rico. The Bureau of Employment Security of the U.S. Department of Labor; the U.S. Civil Service Commission; the Office of Vocational Rehabilitation of the Department of Health, Education, and Welfare; and the Veterans' Administration are also distributing copies through their outlets.

\$5,000 Offered for Better Wheelchair

(Continued from p. 10)

depth of treads as found in office buildings and homes. It should be able to turn on any stair landing large enough for the wheelchair to maneuver.

In ascent it is preferable that the occupant be able to negotiate the stairs unaided by an attendant. Detailed rules are available from either sponsoring agency.

The Secretary and General Maas have designated the National Inventors Council in the Department of Com-

merce, Washington 25, D.C., as the agency to receive and screen ideas presented.

The judges selected by the President's Committee are: Willis C. Gorthy, Director, Institute for the Crippled and Disabled, New York City, N.Y.; Dr. Leonard Carmichael, Secretary, Smithsonian Institution, Washington, D.C.; Rear Adm. Luis de Florez, USN (Ret.), National Inventors Council, Englewood, N.J.

1961 NATIONAL ESSAY CONTEST THEME

"Jobs for the Handicapped . . . A Community Challenge"

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

Psychiatrist's Faith In Mentally Restored Justified By Job Performance

THE DEEP conviction of a California industrial psychiatrist that many men and women who have recovered from mental or emotional illness are, in many instances, capable of satisfactory and, in some cases, superior work performance, has been more than substantiated by a recent test in Oakland, Calif.

Dr. W. Ray Poindexter, Jr. persuaded 2 young college men who have just entered the toy-making business, that there was a major source of valuable manpower among formerly mentally disturbed patients who have recovered and are seeking work. The following ad was placed in the Oakland Tribune by Dr. Poindexter:

MEN — WOMEN. Factory positions open for those who have experienced mental or emotional illness. Good starting salary. No experience necessary. Scientific evaluations to assist in proper placement.

TIME Magazine, February 22 issue, gives full particulars.

Within 5½ hours after the Tribune hit the stands, the advertisement drew

31 replies. Before the ad had run its course, 110 recovered mental cases had answered the ad. Dr. Poindexter reported, after screening each applicant for 2½ hours, that more than half fully qualified for jobs, either in the workshop or in private homes. By late February, eight women and one man screened by Dr. Poindexter were at work on the Berkeley assembly line of B&K Enterprises. Eight other women and three men are doing similar assembly work at home.

Dr. Poindexter made his tests after persuading Bob Baron and Ray Kecheley, students at the University of California, who quit school to open a toy factory, to agree to hire mental patients who have fully recovered from their respective disorders. The young bosses at B&K insist they are not operating a rehabilitation center. Any worker who fails to do his work properly will be discharged, they say. So far, there has been no indication that the labor turnover at B&K will be higher than the average in plants hiring nonhandicapped workers.

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THE STORY OF THE HANDICAPPED



*120,000,000 Stamps Commemorate
Hiring the Handicapped*

The President's Committee on Employment
of the Physically Handicapped

AUGUST 1960

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Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment
of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Earl Bunting, Gordon M. Freeman
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William P. McCahill
Executive Secretary

Vol. XI, No. 2

August 1960

Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

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Photo Credits: O. L. Varela and U.S. Army.

Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Civil and Defense Mobilization, and the Administrator of the General Services Administration.

Use of funds for printing this publication has been approved
by the Director of the Bureau of the Budget, June 11, 1959

Postmaster General Announces Design For New "Handicapped" Stamp

POSTMASTER GENERAL Arthur E. Summerfield announced on June 4 that the 4-cent "Employ the Handicapped" commemorative stamp, to be placed on sale August 28, 1960, in New York City, will picture a man confined to a wheelchair capably operating a drill press. The central design was adopted from an actual photograph by Carl Bobertz, New York artist. The color will be blue. (See cover photo.)

Issuance of this stamp will coincide with the Eighth World Congress of the International Society for the Welfare of Cripples to be held in New York City at the Waldorf-Astoria. It will be issued in cooperation with the President's Committee.

This stamp will be printed on the Cottrell presses, in sheets of 50 subjects, electric-eye perforated. A total of 120 million have been ordered.

Collectors desiring first-day cancellations of the stamp may send addressed envelopes, together with remittance to cover the cost of the stamps to be affixed, to the Postmaster, New York 1, N.Y. A close-fitting enclosure of postal card thickness should be placed

in each envelope and the flap either turned in or sealed.

Envelopes submitted should be of ordinary letter size and each must be properly addressed. An envelope must not be sent for the return of first-day covers and orders for covers must not include requests for uncanceled stamps. The outside envelope to the postmaster should be endorsed "First-Day Covers 4-Cent 'Employ the Handicapped' Stamp."

Mr. Bobertz is a native of Detroit, Mich., and attended Cass Technological High School and Wayne University there. He studied under John Wicker and Harvey Dunn, and has executed paintings for magazine advertising and book purposes.

He has served on the board of directors of the Society of Illustrators for 6 years. He has exhibited paintings at the Scareb Gallery in Detroit, IBM, and Metropolitan Museum of Art in New York, and currently is represented in the U.S. Air Force Exhibition in the Smithsonian Institution in Washington.

Several cachets are available for first-day covers. Many will be issued at the Waldorf-Astoria, August 28.

NEPH WEEK 1960—OCTOBER 2-8

Federal Employment Coordinator Receives Public Personnel Award

MRS. MARIAN H. SAUNDERS, Assistant Employment Coordination Officer of the Department of the Army, was chosen to receive the Public Personnel Award for 1959, given annually by the President's Committee, for her outstanding work in placing qualified physically impaired workers.

In the past 2 years, Mrs. Saunders has found jobs for more than 60 such persons, including many whose disabilities make them very difficult to place.

Mrs. Saunders received her award from Earl Bunting, a Vice Chairman of the President's Committee, June 3, at a dinner of the Society for Personnel Administration in the Statler Hotel.

The award is a plaque carrying the facsimile signature of President Eisen-

hower and cites Mrs. Saunders for "distinguished service in encouraging and promoting employment of the physically handicapped."

In submitting the nomination to the Executive Committee of the President's Committee, Edward L. Cushman, Chairman of the Public Service Committee, cited a letter from Dr. Eugene R. Chapin, Medical Director of the U.S. Civil Service Commission, recommending Mrs. Saunders for a Meritorious Service Citation. Dr. Chapin said: "Mrs. Saunders is Assistant to the Department of the Army's Coordinator for Employment of the Physically Handicapped. In our opinion she is one of the outstanding persons engaged in selective placement (of the handicapped)."

Mrs. Marian Saunders, Army's Assistant Employment Coordination Officer, is congratulated by Wilber M. Brucker (left), Secretary of the Army; Earl Bunting, a Vice Chairman of the President's Committee; and Roger Jones (extreme right), U.S. Civil Service Commission Chairman.



He added: "We have received numerous favorable reports from applicants referred to Mrs. Saunders by the Civil Service Commission. All these handicapped persons have been impressed with the individual interest she has taken in them."

Born in Harrisburg, Pa., Mrs. Saunders came to Washington at an early age and was educated in Washington

schools. She was with the U.S. Employment Service for 22 years and has been in her present position for the past 3 years.

Mrs. Saunders and her family live at 14368 Good Hope Road, Silver Spring, Md.

Winner of the "Public Personnel Award for 1958" was FBI Director J. Edgar Hoover.

Mr. Gammons Reads Memorial To Admiral McIntire

DURING THE opening session of the Annual Meeting, Earl Gammons, former Vice Chairman of the President's Committee, who presided, read a memorial to Vice Adm. Ross T McIntire. The memorial follows:

Vice Adm. Ross T McIntire (MC) USN (Ret.) was called to his eternal reward on December 8, 1959, after a lifetime of service to his fellow man. We of the free world knew this kindly and dedicated physician as friend, co-worker, and leader. Mindful of our great loss and grateful for the 12 years during which he served among us, the Executive Committee of the President's Committee on Employment of the Physically Handicapped hereby records for posterity its appreciation of Ross T McIntire. He gave of himself in behalf of others in the tradition of the Master, Who said, "Greater love hath no man than this, that a man lay down his life for his friends."

As the first Chairman of the President's Committee, serving from its inception in 1947 until 1954; as a working member of its Executive Committee from 1954 until his death; and as Vice Chairman and Co-Chairman of the Committee for the Handicapped, People-to-People Program, Ross T McIntire voluntarily gave generously and continuously of his time and talents while engaging in other affairs vital to a free society, both here and abroad.

Respected and honored by three Presidents of our country, high in the councils of the Government and of the medical profession, Ross T McIntire has left behind many monuments of lasting nature, but none more enduring than the love and affection of those who knew him best as a volunteer extraordinary and ambassador plenipotentiary for the handicapped of all nations. We honor him and pledge to carry on the work he began.

WASHINGTON, D.C.
May 5, 1960

THE EXECUTIVE COMMITTEE
THE PRESIDENT'S COMMITTEE ON
EMPLOYMENT OF THE PHYSICALLY HANDICAPPED



Canada Thanks the United States

W. H. Davis presents photograph of "M. V. Christmas Seal" to General Maas.

OUR FRIENDLY neighbor to the north, Canada, expressed its sincere appreciation for the contribution made by the United States to its development of a rehabilitation program by presenting a photograph of the "M. V. Christmas Seal," a floating X-ray and rehabilitation clinic, to the President's Committee during the 1960 Annual Meeting.

The Province of Newfoundland, represented by W. H. Davis, Provincial Coordinator of Rehabilitation, made the presentation to Maj. Gen. Melvin J. Maas, at the International Luncheon which climaxed the Annual Meeting.

Sixteen years ago, the U.S. Navy presented a hospital ship to Newfoundland which stimulated the development of a rehabilitation division at King George V Institute in St. John's. The ship was presented specifically to the Newfoundland Tuberculosis Association at a time when the Canadian Province was making a heroic struggle against the deadly disease. As more than a thousand communities in Newfoundland are accessible only by sea, the hospital ship was credited with saving hundreds of lives. In its service to the Province,

the ship's doctors took over 250,000 chest X-rays and vaccinated over 100,000 children. The ship is credited with reducing the tuberculosis death rate from 158 per 100,000 to 14.6 per 100,000 and the incidence rate has also been tremendously reduced.

With the establishment of the Newfoundland Rehabilitation Division in the Department of Health at St. John's in 1955, the ship's services were expanded to include a program of rehabilitation for handicapped men, women, and children. Experts in the field of rehabilitation were added to the ship's staff.

Since that time, whenever the ship docks at any one of the hundreds of towns and villages on Newfoundland's 6,000 miles of coastline, announcements are made over a public address system inviting handicapped persons to come on board and avail themselves of the services offered by the rehabilitation experts.

Because of Newfoundland's sincere gratitude for this contribution to the health of its people, Mr. Davis presented the colored photograph, handsomely framed, to General Maas.

“Some agreements make special provision in their job bid or seniority clauses for the right of such workers to move on to jobs which they are capable of performing. . . .

“To me the dignity of man and the satisfaction which he gains from his work achievements, far transcends the importance of paternalistic care of handicapped persons. . . .”

**Aaron N. Solomon, President,
Ace Electronics Associates, Inc.**

“. . . It is all well and good to advertise ‘Hire the Handicapped’ to the businessmen just as the national cigarette companies are advertising on TV and radio. However, the American tobacco industry would not be where it is today if 97 percent of the market sat back when they heard these commercials, had murmured, ‘That’s a good idea, must try one of those sometime,’ but never were motivated to go out and make a purchase. Results are measured by sales volume and there is no sale until the individual cigarette package is in the hands of consumers.

“Our work with the handicapped corresponds to this business world insofar as we have one major objective for the handicapped program, *job placement*. *Placement*, in my mind,

has not had the correct *emphasis* and I would like to suggest for your thought and consideration that we who are in business, realize the customer is a most valuable asset, so we must now look to the American employer as our most important customer for, in truth, all of our work is in vain unless it culminates in the proper *placement* in the working rolls of the physically impaired client. For from productive work spring most of the psychological and material benefits so important to every individual, handicapped or not.

“Without overstraining my analogy, I state that our products are the physically handicapped, our ultimate customer the businessman, a sale is made with every placement, and only then, not just with good will, does our program become meaningful. . . .”

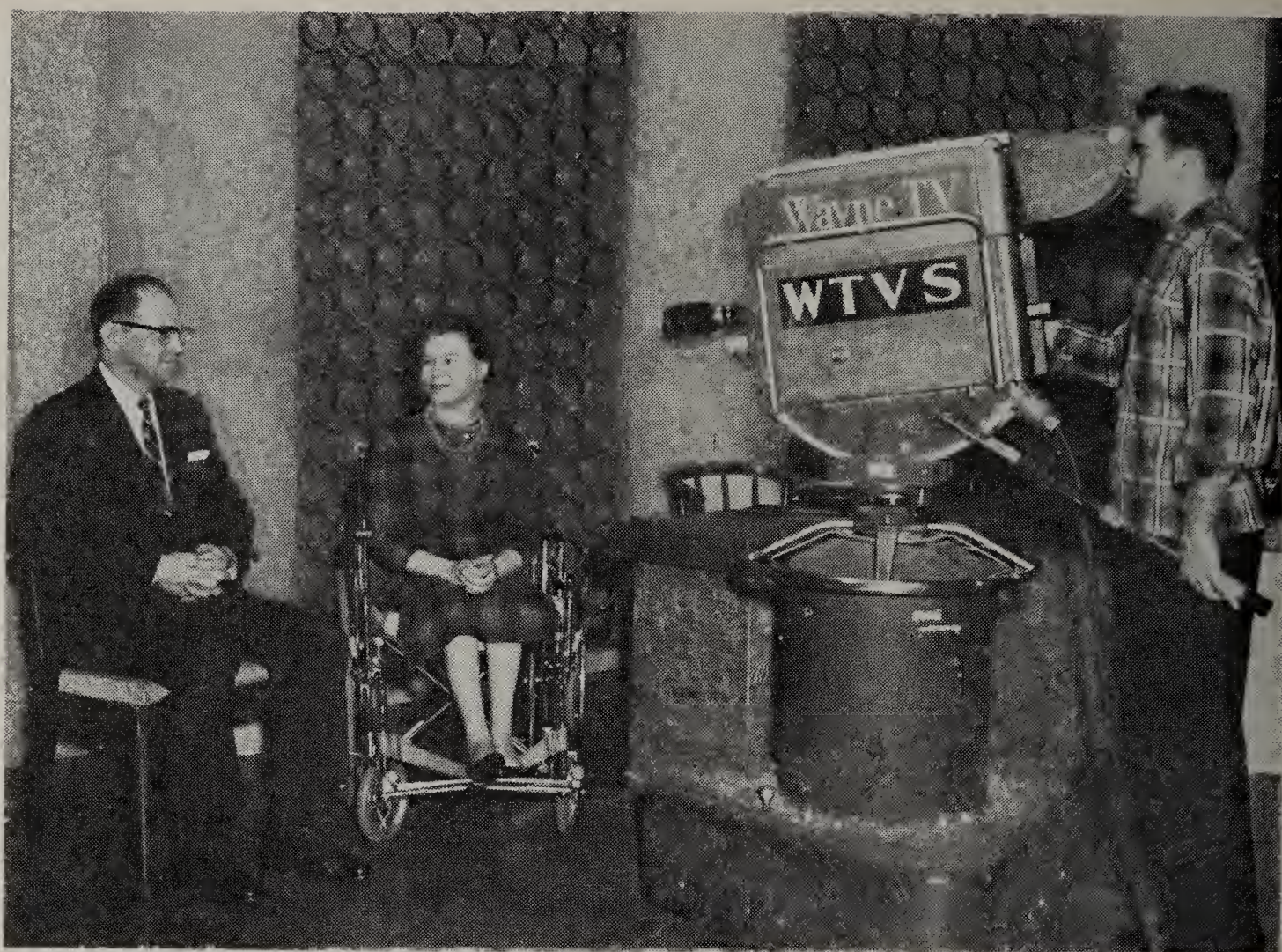
**Miss Vivian Acord, Public Information Director
Indiana Association for Mental Health**

“. . . The very fact that mental illness is something you can’t see makes for a lack of understanding which, in turn, leads to difficulties for the former patient in his efforts to make adjustments—at home, in the community, in business, or professional life.

“I sincerely believe an informed

American public, alert to social reality, one day will view mental illness as it does a physical illness.

“Though much wonderful progress has been made, I still think the attitude toward mental illness—in this allegedly enlightened day of ours—is
(Continued on p. 12)



A. W. Potters, Executive Secretary of the Michigan Governor's Committee on EPH, is shown being interviewed on one of the programs by Shirley Spencer, moderator for the series. The cameraman is Leonard Schumajko.

Return to Society

By A. W. Potters, Executive Secretary, Michigan Governor's
Commission on Employment of the Physically Handicapped

A SERIES OF four programs about the handicapped was aired by Wayne State University television station WTVS, in Detroit, Mich., during August 1959. The programs were of one-half hour duration each Wednesday of the month. The purpose of the series was to acquaint the public with handicapped people and the problems stemming from their handicaps. By using handicapped persons, doctors, teachers, counselors and others, dramatic episodes were portrayed in the lives of the handicapped.

The first program titled "Exile" depicted the various means by which people become handicapped.

The second program, "Turning Point," involved the problems encountered before rehabilitation can begin. This includes the acceptance of, and adjustment to, the disability by the person concerned.

The third program, "The Road Back," was devoted to the rehabilitation of adults who have become handicapped, and the training of others of all ages.



H. James McCarty, Producer (left), and Roger Jackson, Director of "Return to Society," discuss one of the programs.

The last program, "Arrival," depicted the rehabilitated person as he returns to society. Several handicapped people described their return.

A polio victim in a wheelchair, Shirley Spencer, was the series moderator. Not once during the first three programs was the camera focused on her wheelchair. No mention was made of her disability. The viewers had no knowledge of her handicap until they saw her doing a square dance with others, all in wheelchairs, during the

last program. This scene helped dramatize Shirley's "Arrival."

This series was so successful it was decided to attempt a longer one. The same station was encouraged to produce another series under the same title, "Return to Society." The new series, of 20 weeks' duration, has been designed to show what permanent crippling diseases and accidental injuries are, and how they are handled for the benefit of the individual and society. Each program will deal with a different aspect of rehabilitation.

A special program was shown during NEPH Week. The program titled "Employment of the Physically Handicapped" presented the employer's view of hiring handicapped, with John M. Convery of the National Association of Manufacturers and the President's Committee representing employers. Jack Butterick, of the Michigan Association of Insurance Agents, discussed the favorable attitude taken by insurance people toward employment of the handicapped. A. W. Potters spoke of the rehabilitation and placement services available.

This program was taped for transfer to kinescope. It was planned to show the kinescope on other television outlets throughout the State.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

ARTICLES MAY BE REPRINTED WITH OR WITHOUT CREDIT. PHOTOS ARE AVAILABLE UPON REQUEST; GIVE CREDIT WHEN INDICATED.

Annual Meeting

(Continued from p. 9)

positively disgraceful! Personally, and you can agree or disagree with me, I still think it's a lot of eyewash to say that: 'We no longer regard mental illness as a disgrace.' Sure, we *say* that, but we don't practice what we preach—privately or professionally. Try getting or holding a job sometime, and you'll find out—if you've ever been mentally ill—just what I mean. Consider this tragic example. . . .

"As recently as last year just before Mental Health Week, one of the Chicago papers carried a page 1 story about a nurse at the House of Correction who'd just been fired. It said the nurse had been fired 'reluctantly' after an FBI fingerprint check showed she'd been an 'inmate'—and how I loathe that word—of a mental institution—another word I wish we'd get rid of. . . .

"The warden said her record was excellent, but, and again I quote: 'In a job like this, we dare not take any chances!' (Whatever he meant by taking chances on a job in a jail, I'll never know.) He added that the nurse

was unusually well liked, and that her patients had prompted a letter to the warden, mailed from outside the jail, which asserted: 'A Moral Wrong Has Been Done To A Wonderful Woman.'

"In the summing up, I'm not a psychiatrist, psychologist, or any other authority on mental illness and mental health. I don't pretend to have all the answers. But I've been a mentally ill patient; I've been working for the mentally ill since the day I received my absolute discharge—first, at the hospital where I'd been a patient, then in Illinois where I set up public information programs for 14 hospitals caring for 50,000 patients, and more recently in Indiana where I've worked for the mental health association—altogether something more than 5 years. . . .

"I would plead with you for less lipservice in meeting the needs of the mentally restored and retarded and more down-to-earth, positive, concrete action. And the time is now. I'm sick at heart reading and reading and reading about what you *think* you're going to do—you're a wonderful group, but when are you going to do something?"

Goodwill Worker

(Continued from p. 5)

ments, arranging for luncheon groups, working with volunteers, and writing assignments demanded the efforts of a competent, effective person in the public relations department. Miss Schulz became assistant public relations director in 1959.

Because neither the cause nor a cure for multiple sclerosis has been found, Marjorie must live victoriously with

courage and determination from day to day. She does so not only in her work but in the extra effort she gives to life.

She is one of the two founders of the Greater Cincinnati Multiple Sclerosis chapter and a member of the board of directors, active in church and Eastern Star affairs, and an avid baseball fan.

Emphasis On Job Placement Pays Off

JOHN E. DAVIS
Governor of North Dakota



IT IS IMPORTANT that we pause and take a good look at what we have accomplished toward helping those who have had a particularly difficult time in life. I'm speaking of our physically handicapped fellow citizens. Not too many years ago, it was believed that the place for the handicapped was in the home and not on the job. During the past decade and a half, we've witnessed a decided change in the public attitude toward the handicapped men and women and their place in the world of work.

The progress in employment of the handicapped can be measured, in part, by the trends in service to the handicapped provided by the North Dakota State Employment Service. During the past 5 years, the number of new handicapped jobseekers contacting our local State employment service offices has increased 67 percent, while the total number of jobseekers rose only 18 percent. Employment counseling with handicapped jobseekers which assists them in appraising their abilities in relation to job requirements was up 78 percent. The results of the additional emphasis on placement of the handicapped can best be seen by the number of handicapped workers placed on jobs, which rose 164 percent from 1954 to 1959.

Other State agencies have also felt

the impact of this changing attitude toward the handicapped. The North Dakota Division of Vocational Rehabilitation, during calendar year 1959, rehabilitated 317 people compared to 199 people rehabilitated by that Division in 1954. On December 30, 1959, the Division had 361 persons in various stages of training compared to 211 who were in actual training 5 years earlier.

This progress in helping the handicapped to help themselves did not "just happen." The President's Committee, the Governor's Committee, and the Mayor's Committee on Employment of the Physically Handicapped have been primarily instrumental.

Through their efforts, they have coordinated services of private and governmental agencies in their programs of serving handicapped individuals.

Many handicapped are still in need of rehabilitation and employment. For this reason, the good work that has been done must be continued. Today the individual who becomes handicapped is only temporarily interrupted in his employment because government, the public, and employers recognize that it is "ability that counts" and is needed at all levels of our society.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

Linen Suppliers' Truck Poster For June



“**A**BILITY COUNTS—Hire the Handicapped” was the truck poster theme stressed by the linen and towel supply industry during June. Hundreds of members of the Linen Supply Association of America—who operate thousands of delivery trucks in cities throughout the Nation—voluntarily support public and customer service causes through posters placed on

their delivery trucks. The LSAA has generously promoted the hire-the-handicapped program for many years.

The posters, which support a different theme each month, are available to members of the Chicago-based LSAA, which arranges for topic, design, and production. Participating linen suppliers buy and place the posters on trucks at their own expense.

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THE STORY OF THE HANDICAPPED



Mutual of Omaha Recognized

The President's Committee on Employment
of the Physically Handicapped

SEPTEMBER 1960



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Vol. XI, No. 3

September 1960

Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

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Cover Photo: General Maas and V. J. Skutt. See story page 1.

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Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce,
Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster
General, the Administrator of Veterans Affairs, the Chairman of the Civil Service
Commission, the Director of the Office of Civil and Defense Mobilization, and
the Administrator of the General Services Administration.

Use of funds for printing this publication has been approved
by the Director of the Bureau of the Budget, June 11, 1959

Insurance Firm Receives Committee's Distinguished Service Award

IN RECOGNITION of its outstanding production, as a public service, of the President's Committee's film, "The Biggest Bridge In Action," Mutual of Omaha received the Committee's Distinguished Service Award.

The presentation was made at the Committee's Annual Meeting, May 6, by Chairman Melvin J. Maas and was accepted by V. J. Skutt, Chairman of the Board and President of Mutual of Omaha. (See Cover.)

General Maas said the film will be "a significant factor in our never ending campaign of seeing to it that every American has a chance to work who wants to work and who is capable of work and this film demonstrates that most handicapped people are capable of working if they can just get a chance."

Mr. Skutt, in accepting the award, said: "We shall treasure it, we shall place it where it will remind us of our continuing obligations in this great work."

"We do feel that by the persuasive story that's told in this great film that we will be able to bridge, as the name of it is, to bridge each chasm of indifference or of each canyon or even a crevice of prejudice or apathy toward this very important task and responsibility that faces our country and I assure you that we will continue to work with you to that end."

The Award bears the Committee's seal in silver, a silver plate engrossed with the title of the Award, the recipient's name, and the engraved signature of President Eisenhower. It is mounted on a mahogany base shaped like a shield.

Filmed by Wilding, Inc., in Chicago, one of the foremost educational and documentary film makers in the country, the 29-minute black-and-white film is the newest of the Committee's films. It depicts problems faced by handicapped persons able to work in acquiring jobs in the mythical midwestern city of Action, Nebr., how community interest was aroused, how a community Employ the Physically Handicapped Committee was formed to combat the problem, and how action was initiated.

The film, which has been available on a loan basis for meetings of all organizations since April from Modern Talking Picture Service, 3 East 54th Street, New York City, has had many television showings across the Nation. Five prints have been placed into worldwide circulation through the facilities of the United States Information Agency. It is now possible for organizations wishing to do so to purchase the film at \$50 a print. To purchase the film, write to Roger McCargill, Director of Rehabilitation, Mutual of Omaha, Omaha, Nebr.



Eighth World Congress Exhibit

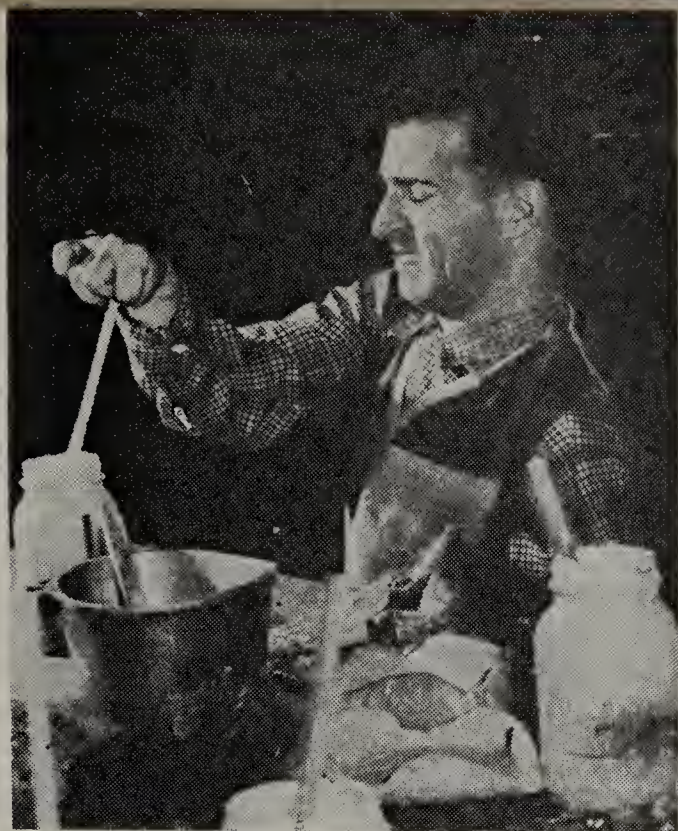
REALIZING the global implication of the hire-the-handicapped program, the President's Committee has produced a special exhibit which will be on display during the week-long Eighth World Congress of the International Society for the Welfare of Cripples, which will be held in New York City, August 28 to September 2, 1960.

The exhibit shows 4 segments of the surface of the earth with a typical handicapped person superimposed. It is in bright color and the theme is "They Speak A Common Language." (Above, admiring the exhibit, is Dwight D. Guilfoil, Jr., "Handicapped American of the Year for 1959.")

More than 50 nations will attend the Congress, the first one ever held in the United States by this worldwide organization.

Sir Kenneth Coles, Australian industrialist recently knighted by Queen Elizabeth for his work in the rehabilitation and placement of physically handicapped the world over, will chair this meeting. Highlight of the gathering will be the opening program during which Arthur E. Summerfield, Postmaster General; Arthur S. Flemming, Secretary of Health, Education, and Welfare; and Maj. Gen. Melvin J. Maas, USMCR Ret., Chairman of the President's Committee; will participate in ceremonies introducing a new 4-cent commemorative stamp bearing the slogan "Employ the Handicapped."

Clay kneading is often recommended for spastics (a type of cerebral palsy). This man has the typical convulsive, automatic gripping, but he is still able to handle a paint brush and hollow out clay.



life oils for the past 2 years. He also works at ceramics, and does weaving. Mr. Harvey has a regular job in the hospital, keeping the looms in working condition. Recently, Mr. Harvey donated two water colors to be raffled off on "Mike Bertero Day" at the Federation. This is an annual affair, planned, staged, and manned by committees from the nearly 1,000 men and women who make up the membership of the Federation's group work and recreation department. Funds raised by them honor the memory of the late Michael Bertero, one of three amputees who founded the rehabilitation center

Among the other painters, whose work hangs on the walls of the reception room and offices, Jessie Carter stands out because she is a success as a professional designer in spite of her cerebral palsied state. For 15 years she has been employed at designing lamp shades. But, as her work at the Federation testifies, she makes any kind of art a worthwhile hobby.

Another exhibitor is Mrs. Rachel Meyer, who suffers from glaucoma. Undaunted by this handicap and the fact that her husband and son are also severely disabled, she is able to spend a good deal of her day turning out chintz apron and puppet pot-holder sets on a wholesale and retail basis. These, plus her "Hattie" puppets for children (each one wears a small straw hat), her mother-and-daughter pinafore sets, are

steadily increasing her sales. Since her work has been shown in the Federation's main window, Mrs. Meyer has not only made on-the-spot sales, but has been accepted as a consignee by the Elder Craftsmen's Shop. She will be 60 in August.

In addition to her daily duties, Mrs. Meyer has time to continue her volunteering. For the past 20 years, she has served as an active member, and is now honorary president of the women's guild of a major Long Island hospital.

John H. Rose, suffered shrapnel wounds in World War II and has been a resident of the Marine Hospital on Staten Island ever since, with intermissions "outside" of only a few days. In spite of this and a recent stroke which left him partial use of just one hand, Mr. Rose is a skillful builder of model boats. The latest example of his skills is a carefully constructed 2-foot model of the S.S. *United States*.

Much admired, the boat has been an object of desire by small boys and older ones who have come in to ask the price—and at the same time get a glimpse of the courage and determination which lies behind the achievements of so many handicapped people.

Goodwill Produces Picture Narrated by Charlton Heston

A NEW Goodwill Industries of America, Inc., motion picture, "To Help Themselves," portrays three representative cases of service to handicapped by the Goodwill program.

Narrated by the Academy Award winning star, Charlton Heston, the picture runs 14½ minutes and is in color. Prints are available on loan from Goodwill and showing can be arranged with many individual Goodwill Industries throughout the country.

The stories portrayed in the film are those of Peter Gray, a mentally retarded young man; Louise Mather, a polio victim; and Roger Alexander, handicapped by illness and age.

In each case, a brief flashback gives the handicapped person's background and the story picks up with an interview at Goodwill Industries. The people are shown being tested for aptitudes and interests, given professional rehabilitation help, if needed, and being adjusted to work and trained in the Goodwill Industries workshops.

Mr. Heston's narration points up the fact that actors are accustomed to dramatic stories, but "the most dramatic stories are always those that take place in real life." The stories portray the service of Goodwill Industries, "where handicapped people, striving for dignity and self-respect, and self-support, are given an opportunity to help themselves."

The film points up the fact that some handicapped people need the services of sheltered workshops for extended pe-

riods of time, while others may be able to move on fairly quickly into normal employment. The problems in helping handicapped people to help themselves and the achievements in overcoming handicaps are also suggested.

The film was produced by William E. Haigwood Associates, with the collaboration of Potomac Films, Inc., both of Washington, D.C. Prints can be purchased from Goodwill Industries of America, Inc., Washington, D.C.

Regional Meetings

(Continued from p. 5)

and Washington. Delegates were reception guests of the city at the Nevada Club on historic Fremont Street and western favors and souvenirs were liberally handed out at the reception desks.

The volume of concurrent newspaper publicity exceeded that from any other regional meeting and concluded with a newspaper picture page roundup story to summarize the meeting.

Outdoor marquee signs and signs on the hotel grounds caught the attention of passers-by including several old friends of the NEPH program who happened to be passing through and who stayed for the meeting.

Host Chairman George Puddington announced that more than a third of the advance registrations were from west coast employers and other hiring officials. Lawrence T. Burdick, Assistant Director of Information for the President's Committee, was national coordinator for the meeting.

A Meaningful Way of Life

THOMAS S. GATES, JR.

Secretary of Defense



TODAY our American way of life is being compared with the Socialist Communist State by vast, uncommitted multitudes throughout the world. It is our firm hope that these people will be more impressed by demonstrated recognition of human values than by military might alone.

Outstanding among the human values which we in the free world cherish is the dignity of the individual and one of the ways in which this dignity is most forcefully expressed is through useful work. The employment of a man's abilities in constructive activities, with resultant economic rewards from his own efforts, bespeaks to each individual a meaningful way of life.

One way in which we in America can help to dramatize to the uncommitted multitudes of the world our democracy

in action and our moral leadership is through the principle of equality of employment opportunity for the physically handicapped. Adherence to this principle focuses attention upon the value which our society places on the intrinsic worth and ability of the individual and demonstrates the opportunity for self-sufficiency and self-reliance which exists for all our people.

It is not enough, however, simply to preach this principle. More persuasive to the observer is his view of what we practice. Our employment practices must prove to our fellow Americans and to fellow human beings everywhere that there is ready opportunity in our free society for gainful employment for those who have the will and the skill.

NEPH WEEK 1960—OCTOBER 2-8

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

Art Director Honored



THE TALL MAN receiving the plaque from Melvin J. Maas, Chairman of the President's Committee, and almost dwarfing him in the process, is John J. Kennelly, Art Director of the U.S. Department of Labor. Mr. Kennelly was awarded a Chairman's Commendation for his many years of service to PERFORMANCE and to the President's Committee. Most of the cartoon covers used in the past years were his work. He is also in charge of the great majority of exhibits produced by the Visual Arts Department of the Department of Labor for the Committee.

VA Launches New Quarterly

THE Veterans Administration has launched a new quarterly publication designed to improve efforts at rehabilitating disabled veterans. It's called the "Vocational Rehabilitation and Education Quarterly Information Bulletin," and it goes to all VA offices throughout the country.

In a kick-off message, VA's VR & E chief, T. O. Kraabel, pointed out that "the needs of seriously disabled veter-

ans challenge our utmost efforts." Perhaps this new journal, with its opportunity for an exchange of ideas, might help solve the problem, he suggested.

A limited supply of these VA Bulletins is available, on a first-come, first-served basis. Write to the Director, Vocational Rehabilitation and Education Service, Veterans Administration, Washington 25, D.C.

331.8605
PER

Performance

THE STORY OF THE HANDICAPPED

EQUAL OPPORTUNITY

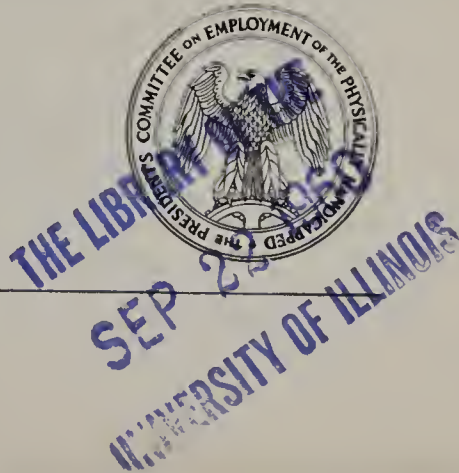
**Hire
the
Handicapped**

Call Your Public Employment Service



The President's Committee on Employment
of the Physically Handicapped

OCTOBER 1960



Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment
of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Earl Bunting, Gordon M. Freeman
Vice Chairmen

William P. McCahill
Executive Secretary

Vol. XI, No. 4

October 1960

Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

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Photo Credit: Gallaudet College, Washington, D.C.

Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Civil and Defense Mobilization; and the Administrator of the General Services Administration.

Use of funds for printing this publication has been approved
by the Director of the Bureau of the Budget, June 11, 1959

NAM Again Urges Members To Back NEPH Week

FROM THE beginning of the President's Committee's program, the National Association of Manufacturers has been one of the strongest backers of the national effort to obtain greater job opportunity for physically impaired workers.

Each year, each succeeding NAM president has issued a special memorandum to all members throughout the United States urging participation in local NEPH Week observances. We reproduce the latest, below, from the current president, Rudolph F. Banow, who is also president of Bridgeport Machines, Inc., Bridgeport, Conn.

"The week, October 2 to 8, has been designated by the President as National Employ the Physically Handicapped Week. It is indeed a fitting time to review industry's fine experience with these employees, take stock of the job still to be done in ruling out impairment as a bar to employment, and reiterate industry's determination to use their valuable energies and skills.

"Industrial management has gone a long way in providing jobs for the physically handicapped who, when properly placed in jobs for which they are fitted, have more than justified management's confidence in them.

"Experience shows that physically handicapped employees ask no favors as they successfully perform their jobs side by side with the able bodied in the workplaces of the Nation.

"Our free economy, mindful of the potential value which impaired workers represent both to themselves and the Nation, must find ways to turn these energies into useful and productive effort.

"Accordingly, I urge you to use National Employ the Physically Handicapped Week—October 2 to 8—as an opportunity again to examine your operations with a view to locating additional jobs for the physically handicapped—making sure that your employees and community understand why you believe it's good business to hire the handicapped."

NATIONAL EMPLOY THE PHYSICALLY HANDICAPPED WEEK

OCTOBER 2-8, 1960

California Orthopedic Surgeon Receives Physician's Award

DR. JOHN H. ALDES, director, Department of Rehabilitation, Cedars of Lebanon Hospital in Los Angeles, has been named by the President's Committee as the recipient of the 1959 Physician's Award.

An orthopedic surgeon and a specialist in the problems of the physically handicapped, Dr. Aldes is an outstanding leader in the field of rehabilitation. He is internationally known for the work he is doing in making possible the return of physically handicapped persons to a useful place in society.

The Physician's Award is an illuminated scroll with an appropriate inscription over the signature of the President of the United States. It will be presented to Dr. Aldes at the annual banquet of the Congress of Industrial Health of the American Medical Association in Charlotte, N.C., on Tuesday, October 11, 1960.

Each year, chairmen of Governors' Committees on Employment of the Physically Handicapped and presidents of State medical societies cooperate with the President's Committee in nominating physicians who have made outstanding contributions to the welfare and employment of handicapped workers. Selection is made by the Medical Committee of the President's Committee, and the scroll is sponsored by the American Medical Association.

Dr. Aldes was selected for the 1959 award because of his outstanding contribution to the President's Committee's year-round program of achieving equality of opportunity in employment

of the physically handicapped. He was sponsored by G. D. Bradley, chairman of the Los Angeles Coordinating Council, and recommended by Justin Johnson, former chairman of the California Governor's Committee.

A diplomate of the American Board of Orthopedic Surgery, Dr. Aldes received his medical degree in 1937 at the University of Minnesota Medical School. Subsequently, he completed a comprehensive series of postgraduate training in orthopedics and allied subjects, and has had numerous hospital and university teaching appointments.

Dr. Aldes is very active in various medical societies, civic organizations, and medical advisory boards, and is the author of many publications, books, and scientific papers in the field of orthopedic surgery and physical rehabilitation. He is well known for his excellent work in behalf of the handicapped and for his establishment of a rehabilitation center in Los Angeles, Calif., making it possible for handicapped people of modest means to obtain the treatment and training that enables them to enter employment and become self-sufficient and contributing members of their communities.

Previous recipients in the Physician's Award program were: 1952, Dr. Henry H. Kessler; 1953, Dr. Frank Hammond Krusen; 1954, Dr. Harold A. Vona-chen; 1955, Dr. Gradie R. Rowntree; 1956, Dr. Rufus B. Crain; 1957, Dr. Lenox D. Baker; and 1958, Dr. Howard A. Rusk.

Missouri Firm Begins 23d Year in Business

A FIRM that started 23 years ago as a one-woman project and today boasts an annual payroll of \$150,000, offers tangible proof that employing the handicapped is good business. The firm is the Necktie Workers Organization of Wellston, Mo., a company which employs only handicapped persons in its operation—that of selling ties through the mail.

Now operating in a well-equipped factory and employing 55 handicapped workers, the firm actually began in the basement of a charitable woman's home to provide steady employment for a bedfast typist. With \$50 in borrowed funds, the project was launched, pros-

pered, and employed more handicapped persons. Soon it outgrew its basement quarters and moved to a storeroom. But before long, the new location was too small for the ever-growing enterprise. With money advanced by a benefactor, a lot was purchased and a one-story brick factory built. Today the loan has been repaid and the factory, free of indebtedness, belongs to the company.

In a recent letter to the President's Committee, Col. John J. Griffin, chairman of the Missouri Governor's Committee on Employment of the Physically Handicapped, said:

(Continued on next page)

1960 NEPH Week Poster Distributed

THE 1960 NEPH Week poster is off the presses and is now being given national distribution.

It is in deep navy blue on a background of brilliant yellow and depicts the Statue of Liberty holding aloft her flaming torch. (See cover photo.)

The poster reads: "Equal Opportunity—Hire the Handicapped. Call Your Public Employment Service." In the lower right corner is affixed the President's Committee seal.

A total of 130,000 posters were printed and all but 10,000 have been distributed to the public employment offices in the States for further distribution in their areas. The distribution in the States will include banks, department stores, State offices, and thousands of retail businesses and firms. The poster is printed both in easel back and standard form and is 14 by 18 inches.

As has been done in the past, these posters will also be displayed in all Federal buildings throughout the country through the courtesy of the General Services Administration.

Again, this year, the Bureau of Employment Security, U.S. Department of Labor, provided the funds for the printing of the poster. Many consider it the most attractive and effective poster in the history of the President's Committee.



These handicapped women are capably performing their duties in the mailing operation.

"This organization is chartered under the laws of the State of Missouri as a nonprofit organization. It is approved by the postal authorities and is organized and conducted by physically handicapped people, all of whom are self-supported by its earnings. There are no persons participating in any profits of this organization who are not handicapped.

"While this organization is conducted, operated, and controlled by physically handicapped people, nevertheless these people do not like to be considered as objects of charity, because they are forced by circumstances over which they have no control into the classification of physically handicapped."

The present plant provides approximately 5,500 square feet of well-engineered, well-lighted, and ventilated working space. Because the workers are handicapped, safety precautions are emphasized and equipment has been selected to facilitate work. File trays roll easily and a special chair on a rail enables a crippled worker to move quickly from one section to another.

Like any successful company, the Necktie Workers functions on a sound

business basis. The annual \$150,000 payroll represents 70 percent of the gross profits and includes a 10-percent Christmas bonus to all employees. Wage rates are comparable with those elsewhere in the industry. The average pay is \$50 for a 37½-hour week. Blue Cross and medical insurance is set up for all who are eligible. For those who do not qualify for this protection, a special fund is maintained. Dental care, eyeglasses, hearing aids, crutches, and other medical necessities are furnished without charge.

Chartered by the State of Missouri as a nonprofit organization, the Necktie Workers donate any surplus funds, after equipment and maintenance expenditures, to other organizations that help the handicapped. In the past, it has contributed to the March of Dimes, Shriners Hospital for Crippled Children, Service Club for the Blind, National Shriner's Hospital Fund, and Midwest Polio Association.

Among other distinctions, the Necktie Workers is the first Missouri organization to be presented with a national award for outstanding service to disabled persons. In 1952, it received the Citation of the President's Committee.

So You Can't Be a Forester

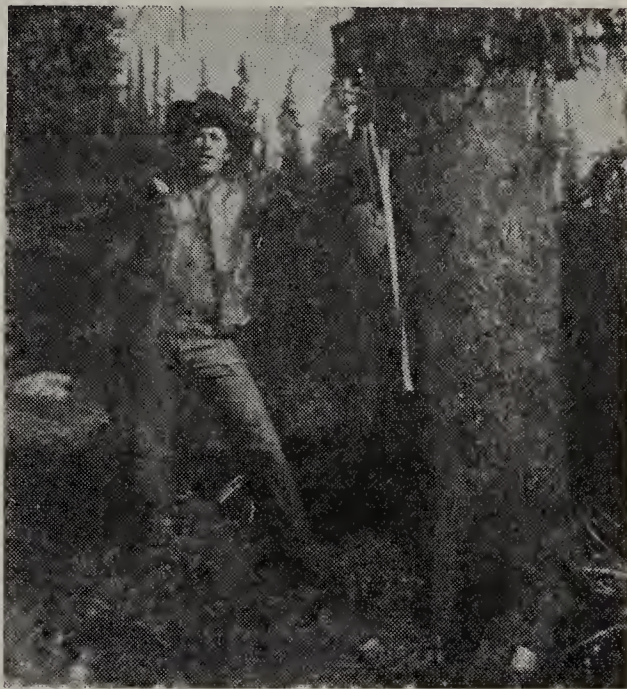
By William R. "Bud" Moore, Employee Development Officer
Mountain Region District, U.S. Forestry Service, Ogden, Utah

A FEW years ago a young man came into my office on the Powell Ranger District and said that he would like to have a job with the Forest Service. The young man had an obvious physical handicap; one of his arms was a stub. He had been born with this defect.

To me, a ranger who was operating a busy program of forest management, it seemed impractical for this boy to become a forester. I said, "Jack, I don't think you can perform the tasks that are required of a professional forester." Jack firmly stated that he could and that he would like to have the chance to demonstrate his ability. His gameness and determination convinced me that he should have a chance.

I informed him that I would give him a job on a Forest Service lookout, but that I would pay him only the pay rate for a lookout, not the pay rate of the combined job of lookout and smoke-chaser. I reemphasized the fact that he would have to demonstrate to me that he could do the tasks required in the field, such as using an ax, climbing trees to hang telephone lines, use a saw, horsemanship, etc.

A few days later Jack reported to my ranger station for work, along with 15 or 20 other young people. We held a meeting in the bunkhouse for the purpose of orienting this group regarding their work on the ranger district. Jack stood out some because of his handicap. I realized that the rest of the boys were wondering why I had hired a so-called



Jack M. Dollan working trail
toward Kooskoskia Meadows,
Lolo Forest, Powell District.

handicapped individual for this work. I realized, too, that they were wondering whether or not Jack could do the job ahead.

So, I introduced Jack to the group, explained to them that he and I were aware of his handicap and that Jack was on trial a bit, that he was going to do the best he could to fit on our team, and that we should all do the best we could to fit him in.

Jack tackled all of our jobs with determination and enthusiasm. In a short time he demonstrated to us all that he could perform all of the tasks of a field forester, and that he could turn out performances superior to those of us who were not handicapped physically.

All during this time there was some concern on the part of my superiors and

myself regarding the hiring of a handicapped man (such as Jack for field-work), particularly from a safety standpoint. We discussed this many times and I am sure that my boss, his staff, and at times I too questioned my personal judgment in assigning a handicapped man to some of the types of work we assigned Jack to.

The significance of this story, from the standpoint of employing handicapped people, is that today Jack has come through in fine shape. He is a

true woods forester. He lives and breathes his job. He performs many outstanding feats of woodsmanship both on and off the job. It seems to me that "Equality of Opportunity" has paid dividends for both Jack and the Forest Service. I personally have great admiration for him.

This boy that we are discussing is Jack Dollan, forester, Lolo Ranger District, Lolo National Forest, Northern Region (Region 1), U.S. Forest Service, Missoula, Mont.

College Helps Handicapped Students

THE AIM of any college is to provide students with an education and to better equip them to earn a living and to be useful members of their respective communities.

But, for the 38 handicapped students now attending Kansas State College at Emporia, even the best facilities are of no value if they are not provided with easy access. Recognizing this, Kansas State has done a great deal in recent years to help handicapped students.

The biggest boon for the handicapped was the installation of a passenger elevator in the four-story administration building last year. A shaft had been placed in the building for 40 years prior to that time.

Before the installation of the elevator, handicapped students were carried to the fourth floor for classes, or arrangements were made so that such a student's classes were on the ground floor. In some cases, entire classes were shifted to accommodate handicapped students.

Other changes made for the convenience of the handicapped:

Special parking places near the administration building have been reserved for car-owning, physically impaired students.

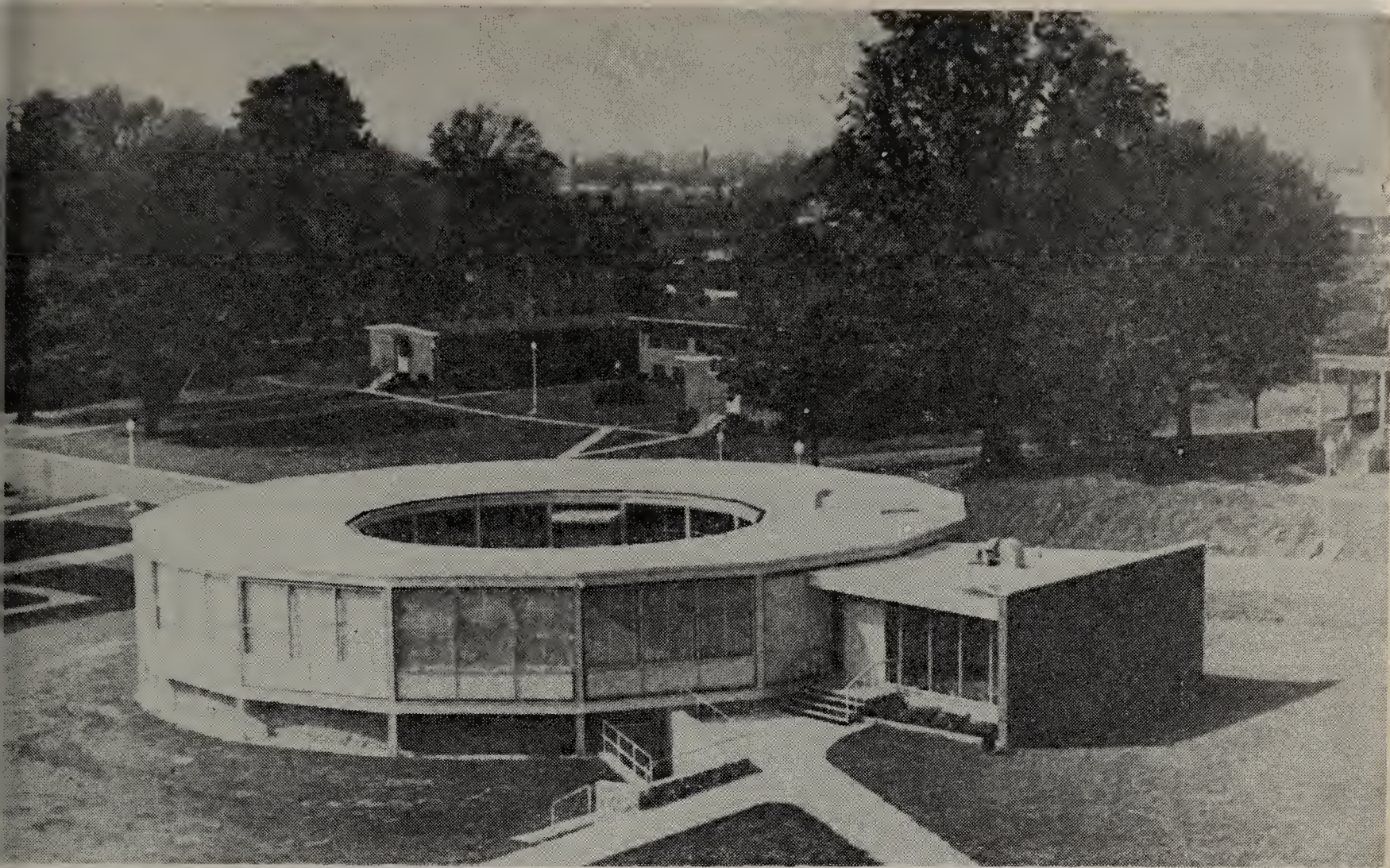
Curbings have been leveled off to make getting around the campus easier for those in wheelchairs.

Ramps make access to all buildings easy. This includes the new student union building.

Special efforts are made to locate adequate housing for the handicapped. The new men's dormitory will have space and facilities for handicapped students.

Just as important as these physical improvements of the college's facilities to benefit the physically handicapped are the efforts by the school's officials to make these students feel they are wanted.

Part of this program is accomplished through counseling.



Architecturally apart from other campus structures, the Mary L. Thornberry Memorial Building serves as Gallaudet College's new Hearing and Speech Center.

New Gallaudet College Center Aids Washington, D.C. Area

IN A 16-sided building on the Gallaudet College campus in Washington, D.C., is a group of men and women constantly working to improve the educational facilities and the well-being of persons who are deaf or hard of hearing.

These people work in the college's Speech and Hearing Center where an expert staff performs diagnostic and evaluative services, and teaches undergraduate and graduate courses in speech, speech training, and the use of residual hearing and research.

Director of the clinic is 34-year-old Dr. Robert Frisina, who came to Gallaudet in the fall of 1956 from Northwestern University to head the Department of Audiology.

He was largely responsible for the design of the one-story-and-basement structure. The building—which appears round from a distance—was constructed that way in order to provide the maximum amount of space and to provide the best conditions for testing and teaching.

Below ground are a nursery-kindergarten, rooms used for testing high school children and adults for hearing aids, a toolroom, a room where lip-reading abilities are tested and taught, and research facilities.

The basement testing rooms are as near to being perfectly soundproof as possible. They are suspended on springs within another room, have
(Continued on p. 11)

The Emotional Ailing

By Howard A. Rusk, M.D., Director
Institute for Physical Medicine and Rehabilitation
New York University—Bellevue Medical Center

EDITOR'S NOTE: The following article appeared in a recent issue of the New York Times. It tells of industry's recognition of the problems and needs of workers with emotional illnesses. It is reprinted with permission.

ONE OF THE most encouraging developments in rehabilitation last year was the slow but steady increase in industry's recognition of the problems and needs of workers with emotional illnesses.

Industry has long been plagued with problems focused around people—accidents, absenteeism, labor turnover, alcoholism, and the long gamut of job dissatisfactions.

There are no simple or shortcut answers to these problems, but it is a step forward to recognize that all have a common denominator: They are the problems of people who are emotionally disturbed. Few are actually mentally ill. Their symptoms are not of sufficient severity to warrant use of this term. But all have some degree of emotional disturbance.

The American Psychiatric Association has published an excellent booklet dealing with these problems. The booklet, which is available at 50 cents from the Mental Health Materials Center, 104 East 25th Street, New York 10, N.Y., is aptly titled "Troubled People on the Job."

It points out that if you want to be helpful to an emotionally disturbed person, probably the most important single factor is your attitude toward him. You may not understand his behavior and its causes, but you can simply recognize that he does have problems and be a patient listener.

Listening Can Help

Pretended friendliness doesn't help, but if you show your understanding through interested listening, you can help. The most damaging thing you can do is try to point out his faults and advise him how he should change.

Emotionally disturbed adults are in many ways like children. They lack maturity of judgment and need the friendly, understanding sympathy of someone they respect.

Of course, there are many emotionally disturbed persons who need professional help. Sometimes such persons can be spotted easily. Often it is more difficult to recognize them. Two signals of serious disturbance, the booklet points out, are severe and repeated periods of depression or marked change in personality.

Even among persons with emotional problems so severe as to require hospitalization, the outlook has changed markedly within recent years. Last year tens of thousands of patients were

discharged from mental hospitals—partially or totally recovered.

Unfortunately, only a small percentage of these received the follow-up rehabilitation services that could have helped them readjust to living in society. However, throughout the Nation there was evidence of community and industrial recognition of this need.

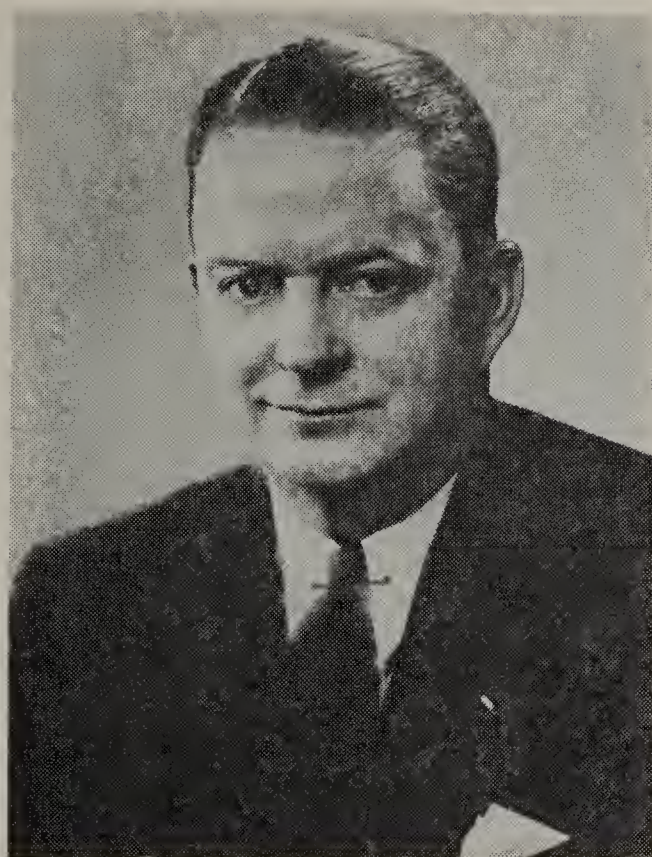
In a number of instances, significant projects were started with the aid of grants from the Office of Vocational Rehabilitation and from State rehabilitation agencies. The West Virginia agency established a full rehabilitation unit at the State mental hospital in Huntington. In Pennsylvania, rehabilitation counselors were appointed in eight mental hospitals.

“Halfway” Houses

In Vermont, there are now three “halfway” houses sponsored by the State rehabilitation agency in cooperation with State mental hospitals. These halfway houses, as their name implies, are residences for patients discharged from mental hospitals. Dischargees live in this semiprotected environment during the transition from the hospital to the job.

During 1959, there was also a growing recognition of the contribution that sheltered workshops can make in this transition. It has been estimated that 10 to 15 percent of post-institutionalized mental patients need such an experience.

A survey conducted last year revealed that among 86 rehabilitation centers in the Nation, 22 now include such patients among those they serve, and that an additional 16 were planning to do so.



Dr. Howard A. Rusk.

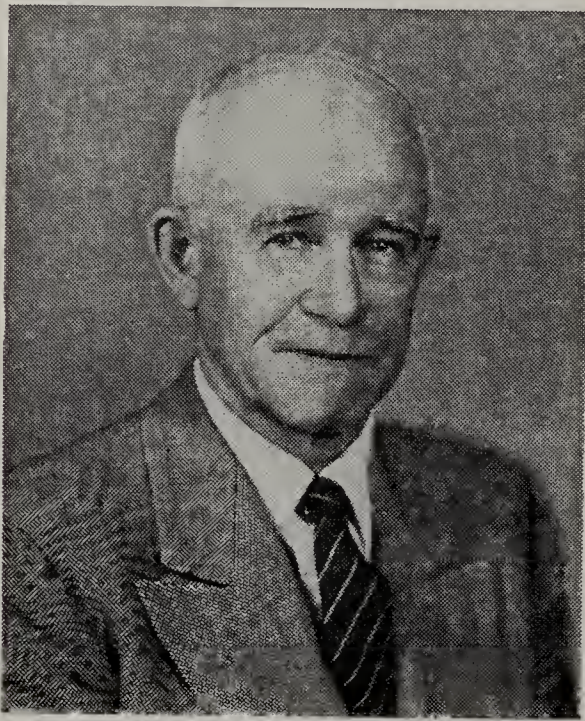
Special work adjustment and evaluation programs for the mentally ill have been started in Wilmington, Indianapolis, Kansas City, Cincinnati, and Philadelphia.

Other important community projects have been developed by local and State affiliations of the National Association for Mental Health.

Among them is a halfway house in Cleveland jointly sponsored by the Council of Jewish Women, a foster home plan in Alabama, and friendship clubs in Tacoma, Atlantic City, Dallas, and Phoenix.

Since World War II great progress has been made in the rehabilitation and employment of the physically handicapped. Far less has been done with the emotionally handicapped. There is encouraging evidence that we are now taking the first step—recognition of the problem on an objective basis and recognition that something positive can be done to solve it.

Omar Bradley To Head Cancer Institute



Gen. Omar N. Bradley

GEN. OMAR N. BRADLEY, board chairman of Bulova Watch Co., Inc., has been elected chairman of the Eleanor Roosevelt Institute for Cancer Research.

Chairman Bradley has for many years been a staunch supporter of the President's Committee's program. As a member of its Employer Committee and chairman of the board of Bulova, he has placed the force and prestige of his organization behind the national program to increase job opportunity for physically impaired workers. Arde Bulova, the late president of this organization, was the original chairman of the Employer Committee and a dedi-

cated supporter of this cause. The Bulova organization has earned a national reputation for employing and training physically handicapped workers, and recently received an award from the Federation of the Handicapped in New York in recognition of the work the company has done "since the end of World War II in the training of the disabled to become watchmakers and electronic technicians."

Chairman Bradley also has had a close relationship with the problems of the physically impaired from the time he was Administrator of Veterans' Affairs soon after the war.

General Bradley will direct a nationwide program to establish cancer research institutes in hospitals and medical schools. The first project is now underway at the American Medical Center in Denver where the institute is paying for the care of 32 cancer patients.

The institute also plans to provide research fellowships in foreign countries, its board of trustees said.

Congressman James Roosevelt is president of the institute. Members of its National Scientific Advisory Board are: Dr. John R. Heller, Dr. Henry Swan II, and Dr. Harry T. Zimmerman.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—PERFORMANCE presents the case for the handicapped.

ARTICLES MAY BE REPRINTED WITH OR WITHOUT CREDIT. PHOTOS ARE AVAILABLE UPON REQUEST; GIVE CREDIT WHEN INDICATED.

New Gallaudet College Center

(Continued from p. 7)

double vaultlike doors, padded floors, and soundproof material on the sides and on the ceiling.

On the first floor are classrooms with the most modern sound equipment—including the latest in hi-fidelity sound equipment and testing rooms for children under 16.

Gallaudet has always had a Speech and Hearing Center. Until last fall it was located in the basement of another building which limited its functions. As Dr. Frisina once said of the old quarters: "Above us was a dishwashing machine, and in general, we worked when it didn't."

Primarily for diagnostic and training services for the college, the clinic also serves preschoolers, students at the Kendall School (Gallaudet's laboratory, offering both primary and high school education), graduate students, and a limited number of outpatients who need help.

Clients are examined in cooperation with the District of Columbia Board of Education, pediatricians, neurologists, ear specialists, and psychiatrists to determine the extent of their hearing

impairment as well as other speech disorders.

In cases indicated, hearing aid evaluations are made to determine the selection of a proper type of hearing aid. The center does not recommend a specific brand.

Hearing and speech proficiency tests are given each student in the preparatory department and the college. Results from these evaluations are used to place students in communications courses.

Each year, groups of vocational rehabilitation counselors attend special courses at Gallaudet on detection and treatment of deafness. The counselors are sponsored by the Office of Vocational Rehabilitation of the Department of Health, Education, and Welfare.

Research is an important part of the work of the Speech and Hearing Center. Emphasis is placed on measurement and therapeutic approaches to communication and language handicaps.

Dr. Frisina says: "We are using everything we can to explore as far as we can the many problems connected with deafness."

NOTICE TO READERS

THE PERFORMANCE mailing list has just been circularized and is now being revised by the Government Printing Office. Consequently, the Committee is restricted from sending any additions, corrections, or deletions to GPO until the process is completed.

We appreciate hearing from you advising us of any changes, and naturally we like to have new subscribers. All necessary revisions will be made as soon as we get the "go ahead" signal from GPO.

CBS Newsman Cuts Disks Of New York Times For Blind

RECORDINGS for the Blind, Inc., a nonprofit organization, has embarked on the largest project of its 8-year history—producing newspapers on records for its subscribers. On January 3, Walter Cronkite, a Columbia Broadcasting System newscaster, began the series of weekly recordings of the 7,500-word “News of the Week in Review” from the Sunday edition of the New York Times.

Recordings for the Blind, Inc., serves about 1,600 persons, half of them students. Its field is educational rather than recreational. Last year, the organization recorded 900 books. These books are used nationally on a circulating library basis at no charge to the users.

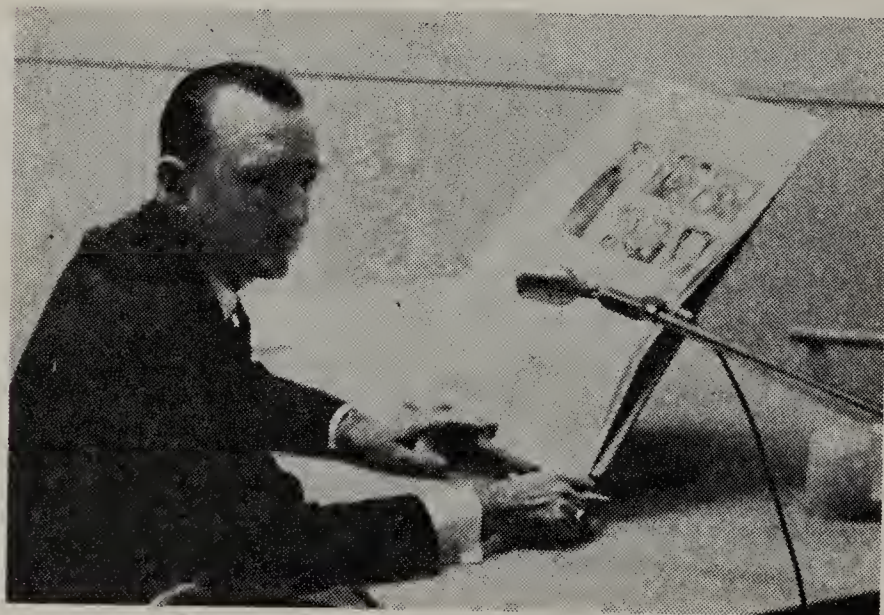
According to Winthrop S. Emmet, Assistant to the National Director of Recordings for the Blind, Inc., 400 persons subscribed to the news recordings before the program started. However, officials estimate as many as 2,000 per-

sons will be served in the near future.

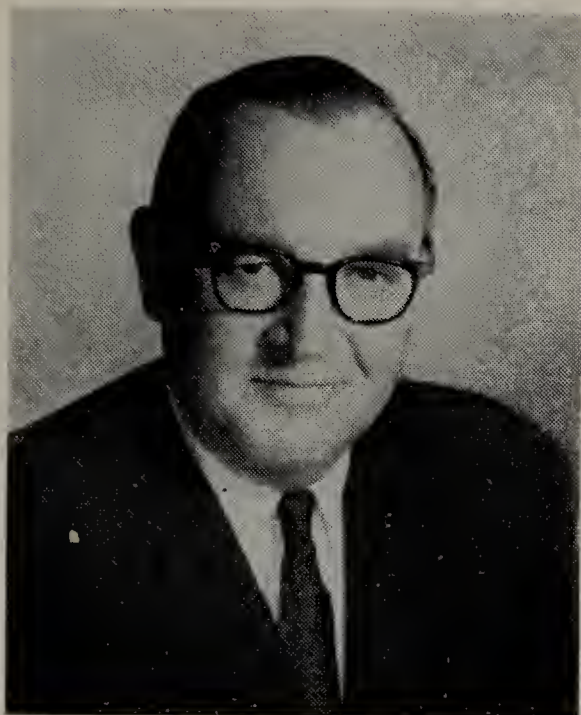
Shortly after the paper rolled off the presses, Cronkite was in a New York studio reading the review into a microphone. His voice was taped and the tape was sent to the CBS laboratories in Stamford, Conn., where a master was made. The copies are pressed in another laboratory in Bridgeport and sent out.

The readings are pressed on extra-long playing, 7-inch records which turn at $16\frac{2}{3}$ revolutions per minute. It takes about an hour to play both sides. Many blind persons use phonographs to listen to books.

Recordings for the Blind, Inc., is assisted in the undertaking by a grant of \$15,000 from the New York Times Foundation and by low charges from CBS for recording and other services. All of the agency's readers are volunteers. Cronkite gave 90 minutes, including time for making tests with the recording engineer.



Walter Cronkite records from the New York Times in a new project for the blind.



Guest Editorial

California Employers Have Learned . . .

EDMUND G. (PAT) BROWN
Governor of California

IN CALIFORNIA, we are all extremely conscious of the productive capacities of our handicapped citizens. Throughout the State we find handicapped workers in industry, agriculture, trade, and service as well as in the professions. They are all making real contributions to the ever changing and expanding economy.

California's concern for conserving and efficiently using our natural resources, such as timber, minerals, soil, and water, is well known. All Californians agree that we must prevent waste. Our concern for the proper utilization of our human resources is, of course, ever greater. We all agree that if we waste manpower by failing to fully utilize the abilities of our handicapped workers, we will weaken the sinews of our growing industrial giant. We have learned that training, and finding productive employment for our thousands of handicapped citizens is a team job. The professional workers in our agencies, such as the Vocational Rehabilitation Service and the Department of Employment, tell me that they would not be able to carry out their responsibilities for serving the handi-

capped without the support of industry, labor, and the community.

The Governor's Committee for Employment of the Handicapped has assisted in the organization of Employ-the-Handicapped committees in all major California communities. The committees support the Vocational Rehabilitation Service and the Department of Employment in their work of providing rehabilitation and placement service to the handicapped. It is encouraging to see management, labor, the professions, and the lay public working together on these community committees to publicize the fact that "It Is Good Business To Hire the Handicapped." By their actions, more and more California employers have learned that the handicapped, when properly trained and selectively placed in employment, can produce on a par with their able-bodied fellow workers.

We are confident that in the future, Californians who become handicapped through illness or injury will find that employers are more interested in a worker's productive abilities than in his disabilities.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED



Student's Radio Scripts Used By PC

J. R. Nowling, at left, goes
over radio spots with Bernard
Posner.

RADIO scripts written by J. R. Nowling for a publicity writing course at American University in Washington, D.C., were used by the President's Committee to promote the hire-the-handicapped program.

Nowling is a 32-year-old public relations executive with a Washington, D.C., firm. A graduate student in the University's downtown evening division, he holds a bachelor's degree in English from Kent State University, Kent, Ohio.

Last fall, Nowling was one of 22 students in a class primarily for graduate students taught by Bernard Posner, Assistant Director of Information for Radio and Television at the Veterans'

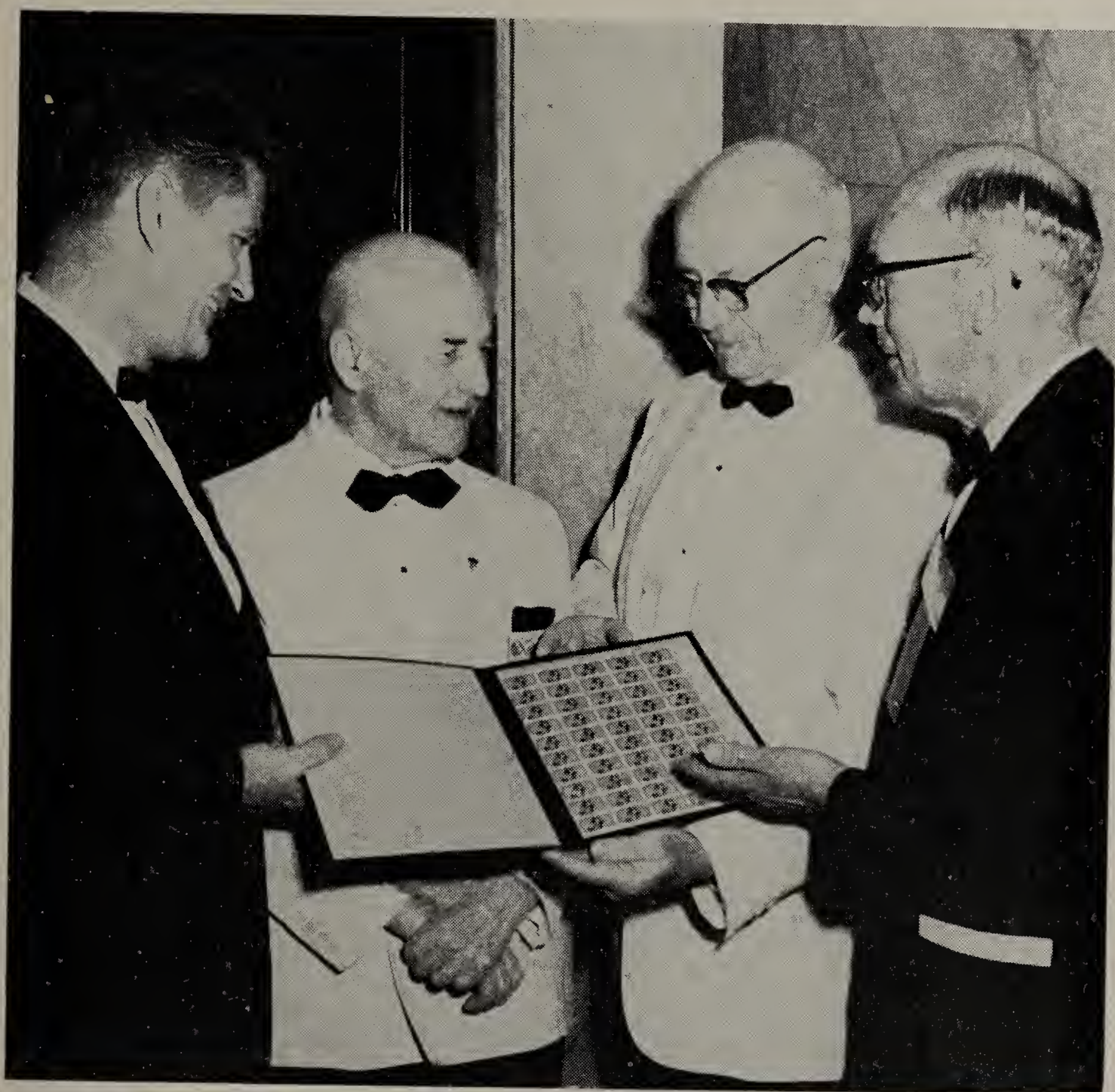
Administration. One of Mr. Posner's assignments to the class was the preparation of a series of radio announcements ranging from 10 seconds to 1 minute in length, and using the hire-the-handicapped theme.

When Mr. Posner was invited to conduct a class on "Promotional Campaigns" at AU last year, he chose the hire-the-handicapped program as the theme for the course because he recognized the importance of providing equal job opportunities for qualified physically handicapped workers. When the papers were in, Posner selected the radio spots prepared by Nowling as the best in the class. However, Mr. Posner says: "All were very good."

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PER

Performance

THE STORY OF THE HANDICAPPED



*"Employ the Handicapped" Stamp Launched at
Eighth World Congress of the ISWC.*

The President's Committee on Employment
of the Physically Handicapped

NOVEMBER 1960

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Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Earl Bunting, Gordon M. Freeman
Vice Chairmen

William P. McCahill
Executive Secretary

Vol. XI, No. 5

November 1960

Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

Contents

Cover Photo: (Left to right:) Joseph Foss, Maj. Gen. Melvin J. Maas, Frank Barr, and Sir
Kenneth Coles. See story on page 1.

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Department of Health, Education, and Welfare.

Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce,
Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster
General, the Administrator of Veterans Affairs, the Chairman of the Civil Service
Commission, the Director of the Office of Civil and Defense Mobilization, and
the Administrator of the General Services Administration.

Use of funds for printing this publication has been approved
by the Director of the Bureau of the Budget, June 11, 1959

Placement, Rehabilitation—A Global Concept As “Employ the Handicapped” Stamp Goes On Sale

IN CEREMONIES attended by more than 50 nations, including some from behind the Iron Curtain, the 4-cent commemorative “Employ the Handicapped” postage stamp was issued formally Sunday, August 28, at the Waldorf-Astoria Hotel in New York City.

More than 3,000 people, including prominent representatives of 52 nations and leading dignitaries in government, industry, and labor, attended the ceremonies at 8 p.m. in the grand ballroom of the Waldorf-Astoria when Assistant Postmaster General Frank Barr presented souvenir albums to Maj. Gen. Melvin J. Maas, USMCR Ret., Chairman of the President's Committee; Sir Kenneth Coles, President of the International Society for the Welfare of Cripples; and the former Governor of South Dakota, Joseph Foss, recently named Commissioner of the newly founded American Football League, who received the album for the United States as President of the National Society for Crippled Children and Adults. (See cover photo.)

In making the presentation, Mr. Barr said in part:

“President Eisenhower's personal participation in the program of the President's Committee on Employment of the Physically Handicapped has been faithful and unswerving since the first day he took office. And Postmaster General Summerfield has served as an Associate Member of this Committee,

with the others in the Cabinet, since he first became Postmaster General.

“General Summerfield, like the rest of us in the Post Office Department, knows from personal experience that ability, not disability, is the true measure of a person's worth on the job. This we have proved beyond challenge by the large number of physically handicapped working so successfully and efficiently throughout our Postal Service.

“I believe this fact is of interest to you attending the World Congress of this Society. We are pleased and proud to welcome to our shores you professional and volunteer leaders in the field of rehabilitation and employment from countries all over the globe.”

The occasion was the opening ceremonies for the Eighth World Congress of the International Society for the Welfare of Cripples. The formal issue of the stamp was given additional significance as 52 nations, represented by the heads of delegations of the respective countries, were presented with souvenir albums containing a full sheet of stamps immediately following the presentations to General Maas and Sir Kenneth Coles.

Boy Scouts represented each nation attending the Congress and, as the Roll Call of States was announced by Donald V. Wilson, ISWC Secretary General, a scout left the stage and presented the representative of the nation called with a commemorative album.

Standing applause came when Bernard M. Baruch, elder statesman and international financier in his 90th year, addressed the gathering. Dr. Howard A. Rusk, president of the Congress, introduced Mr. Baruch who referred to his father's life-long interest in industrial medicine and his own in the importance of giving the handicapped worker an opportunity, and the tremendous responsibility of all citizens to support the philosophy of rehabilitation so that the impaired may lead productive lives.

General Maas, responding after receiving his commemorative album, said: "I believe that the Post Office, in issuing this commemorative stamp, has made it possible for far more than a 120,000,000 people to hear the message—'Employ the Handicapped.'"

"The initial issue of the stamp is

120,000,000. For my part, I feel that this stamp symbolizes the innate desire of all men and women to achieve personal dignity and I am confident this stamp will be a permanent force toward international peace."

The evening was given a lift by the concert music provided by the United States Marine Band Orchestra conducted by Lt. Col. Albert Schoepper.

Monday, August 29, formal issue of the stamp was made throughout the Nation. The valuable first-day covers were issued by the thousands at a special post office set up just outside the grand ballroom of the Waldorf-Astoria by the Post Office Department in New York, Robert Christenberry, Postmaster. Mr. Christenberry, who lost one hand fighting with the Marines in France in World War I, attended the ceremonies.

Contest for Invention of New Wheelchair To Close December 1

THE deadline for inventors who want to share in the \$5,000 prize money being offered for invention of a practical, self-propelled wheelchair that will go up and down stairs and in and out of public and private buildings, is December 1, 1960.

The announcement was made jointly by Frederick H. Mueller, Secretary of Commerce, and Maj. Gen. Melvin J. Maas, USMCR Ret., Chairman of the President's Committee.

The contest is sponsored by the President's Committee. The National Inventors Council of the U.S. Department of Commerce has the responsibility for receiving and evaluating the in-

ventive proposals and recommending the promising ones to three judges who will determine practicality of the designs.

Since many firms are reluctant to hire properly trained and qualified workers who must depend on wheelchairs, and because of the difficulty of bringing chairs into and getting them out of industrial or business spaces, a "public spirited, private citizen interested in the betterment of the physically handicapped," made the \$5,000 prize money offer.

The contest was announced by the National Inventors Council and the President's Committee May 6 on the

closing day of the Committee's Annual Meeting.

John C. Green, Director of the Commerce Department's Office of Technical Services and Executive Director of the National Inventors Council, said: "Several hundred designs of stair-climbing wheelchairs have been received and several of these appear to have promising possibilities. Consequently, the National Inventors Council is optimistic that a workable and practical design will result.

"In fact, we are surprised to find that many inventors were giving thought to this problem long before the competition was announced. The wide variety of suggested mechanisms indicates there is no end to creative ingenuity in this country."

Employment and Reemployment Discussed By Medical Committee

INCLUSION of mentally and emotionally restored workers in the President's Committee information and education program was endorsed by the Medical Committee which also discussed employment and reemployment of cardiacs and cancer patients at a recent meeting in Washington.

In its report to the Medical Committee which was accepted as a "report of progress," the Subcommittee on the Emotionally Restored noted: "There is discrimination against the mentally restored relative to employment and reemployment. This is a manpower problem and humane one as well."

The report, submitted by Ralph T. Collins, M.D., of Eastman Kodak Co., Rochester, N.Y., chairman of this subcommittee, stated:

Exact requirements of the chair are as follows:

Maximum weight of occupant—200 lbs.

Approximate weight of chair—50-75 lbs.

Wheelchair to be capable of being folded by user and stowed in interior of automobile.

Further details on specifications may be obtained from the National Inventors Council, U.S. Department of Commerce, Washington 25, D.C.

Judges appointed by the President's Committee to make the final determination on the best workable idea submitted are Willis C. Gorthy, Director, Institute for the Crippled and Disabled, New York City; Dr. Leonard Carmichael, Secretary, Smithsonian Institution, Washington, D.C.; Rear Adm. Luis de Florez, USN Ret., National Inventors Council, Englewood, N.J.

"The mentally restored and the mentally retarded should be included in the philosophy and the program of the President's Committee. The emphasis might well be placed on the mentally restored as these, by and large, are more employable, educable, and trainable. . . ."

The committee urged that Governors' and mayors' committees give attention to this subject but that "the cautious approach" and the "deliberate speed approach" should be used.

In addition, the doctors called for an education program "at all levels of management" among the unions, the work force, "and the medical profession including . . . the psychiatrists and the mental hospitals." Also suggested was development of "more effective com-

munication" among psychiatrists, plant physicians, and supervisors.

The Executive Committee of the President's Committee voted at its May meeting to include the mentally and emotionally handicapped worker in its information and education program.

In another report to the Medical Committee, the Subcommittee on the Problem of Rigid Preemployment Medical Examinations Barring Employment of Cardiacs suggested a selected list of article reprints and references be sent to Governors' Committees so they can pass on appropriate information to "such industrial physicians who need to be convinced that hiring cardiacs does not incur great liability."

Rufus B. Crain, M.D., of Rochester, N.Y., chairman of this subcommittee, was requested to screen the material to determine what is appropriate for distribution and was instructed to expand his subcommittee and continue work on the problem.

The subcommittee report added: "The opposition to the hiring of the cardiac continues in spite of the studies which show that when selectively placed and medically supervised, the cardiacs do not increase compensation costs or insurance rates. The absence and production rates of this group compare favorably with those of other employees, and in fact, are often better."

The Subcommittee on Employment

and Reemployment of Persons With a History of Cancer recommended and received approval from the Medical Committee to set up a panel discussion on this question at a meeting of the American Academy of Occupational Medicine. The program is to be worked out in conjunction with the President's Committee.

This subcommittee also suggested discussions take place with union officials on the question and that insurance regulations be developed "which could provide a clear distinction between those patients with a history of cancer where normal survival is expected and those patients where the prognosis remains guarded."

In his report, John F. W. King, M.D., director, Service Activities, of the American Cancer Society, New York, and chairman of this subcommittee, noted the following problems:

"Present insurance regulations and provisions which prevent industrial organizations from employing such persons who would be subject to insurable benefits.

"Union contracts and provisions governing rights of employees which would have to be considered in the development of any special categories for the employment of such individuals.

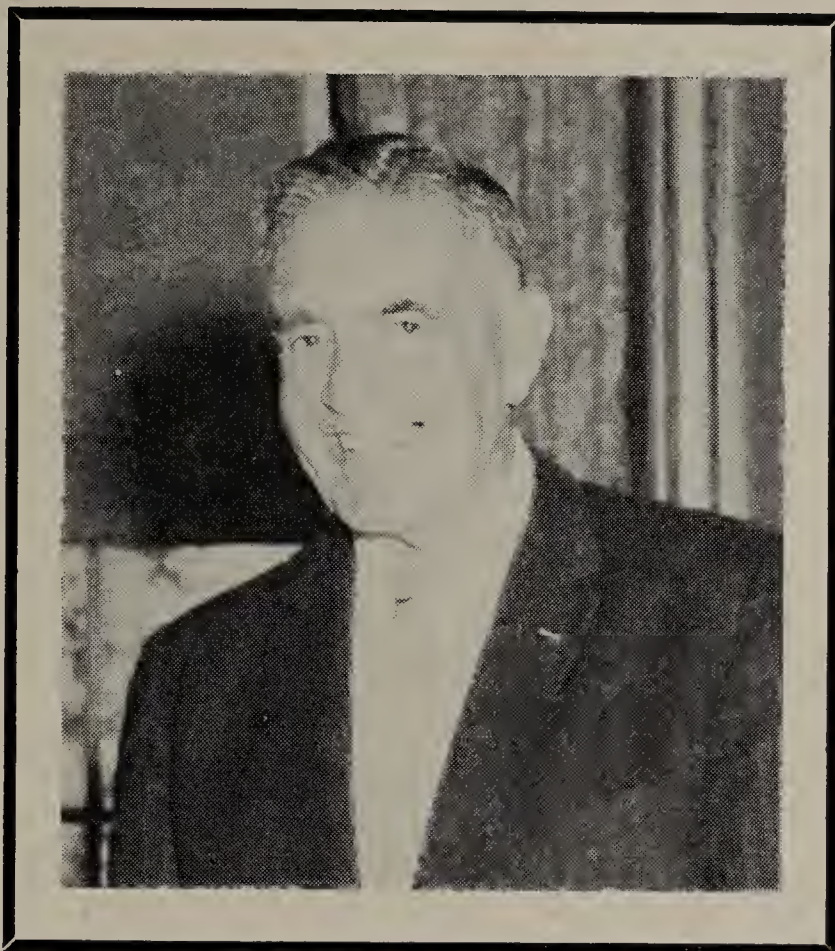
"The reluctance of medical directors to burden their respective industries with additional medical liabilities."

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—PERFORMANCE presents the case for the handicapped.

ARTICLES MAY BE REPRINTED WITH OR WITHOUT CREDIT. PHOTOS ARE AVAILABLE UPON REQUEST; GIVE CREDIT WHEN INDICATED.

In Memoriam

Judge Robert S. Marx



JUDGE ROBERT S. MARX, founder and first National Commander of the Disabled American Veterans for whom the \$1,000 first prize in the President's Committee's National Essay Contest is named, died at his summer home in Charlevoix, Mich., September 5. He was 71 years old.

Judge Marx, a native of Cincinnati, Ohio, was a senior member of the law firm of Nichols, Wood, Marx, and

Glinter. He served for 6 years in the Cincinnati judiciary.

During World War I, Judge Marx was Captain of the 357th Infantry Regiment of the 90th Division with the American Expeditionary Force and was severely wounded. He was an active participant in the affairs of the handicapped and personally participated in the Committee's Annual Meeting in May of this year.

One-third of CP Victims Under 21

NEARLY 600,000 persons in the United States are affected by cerebral palsy, of whom approximately 200,000 are under 21 years of age, according to William P. McCahill, Executive Secretary of the President's Committee, who delivered an address at Boston University's Eighth Institute on Cerebral Palsy, June 13.

About 10,000 babies, he added, are born annually with the physical im-

pairment of cerebral palsy, which is characterized by the loss of voluntary muscle control.

Mr. McCahill said that professional workers in rehabilitation facilities throughout the country are demonstrating daily "that many of the most severely disabled people can achieve remarkable results with the right kind of programs."

(Continued on p. 12)

BY THE PRESIDENT OF THE UNITED STATES OF AMERICA

A PROCLAMATION

WHEREAS it is in the American tradition to help others to help themselves; and

WHEREAS, by hiring the physically handicapped, we reaffirm our faith in the fundamental values of our free enterprise system and demonstrate the effective use of our manpower; and

WHEREAS equal opportunity for employment is basic to our belief in human dignity and should never be denied to any person because of physical impairment; and

WHEREAS the Congress, by a joint resolution approved August 11, 1945 (59 Stat. 530), has designated the first week in October of each year as National Employ the Physically Handicapped Week and has requested the President to issue a suitable proclamation each year:

NOW, THEREFORE, I, DWIGHT D. EISENHOWER, President of the United States of America, do call upon the people of our Nation to observe the week beginning October 2, 1960, as National Employ the Physically Handicapped Week, and to cooperate with the President's Committee on Employment of the Physically Handicapped in carrying out the program for employment of the handicapped.

I also urge the Governors of States, mayors of cities, and other public officials, as well as leaders of industry, educational and religious groups, labor, civic, veterans', agricultural, women's, scientific, professional, and fraternal organizations, and all other interested organizations and individuals, including the handicapped themselves, to participate actively in this observance.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the Seal of the United States of America to be affixed.

DONE at the City of Washington this twenty-second day of August in the year of our Lord nineteen hundred and sixty, and of the Independence of the United States of America the one hundred and eighty-fifth.



Dwight D. Eisenhower

By the President:

DOUGLAS DILLON

Acting Secretary of State.

JOINT STATEMENT 1960

By The Associate Members

WE, THE ASSOCIATE MEMBERS of the President's Committee on Employment of the Physically Handicapped, recognize that in these times our economic strength, our ability to grow and our future as a free Nation rests on full and effective use of our manpower. Judging and employment of physically handicapped persons on their abilities to do the job—not on physical limitations or other factors unrelated to actual performance—is required by the traditional American spirit of equal opportunity and fair play and is part of the American way of life.

This Nation was host country to the Eighth World Congress of the International Society for the Welfare of Cripples this year. Delegates from foreign lands saw first hand that our concern for human dignity is a fundamental principle of American Democracy.

We know, however, that throughout our Nation there are thousands of men and women with physical handicaps who are able to do a good day's work or who can be prepared to take their place in business and industry through vocational rehabilitation.

We will continue to lead the way in rehabilitation and employment of the handicapped by increasing our personal and national support of the President's program.

Progress continues to be made in the placement of persons with disabilities in Federal, State, and Municipal Government and private industry and business. But much more remains to be done by unions as well as by public and private employers in modernizing employment practices so as to permit maximum utilization of this valuable source of capable and deserving manpower.

Therefore, we pledge ourselves to press forward at top speed to the end that all qualified handicapped persons receive consideration for placement in suitable employment.

Signed:

CHRISTIAN A. HERTER, *Secretary of State.*

ROBERT B. ANDERSON, *Secretary of the Treasury.*

THOMAS S. GATES, JR., *Secretary of Defense.*

WILLIAM PIERCE ROGERS, *Attorney General.*

ARTHUR E. SUMMERFIELD, *Postmaster General.*

FRED A. SEATON, *Secretary of the Interior.*

EZRA TAFT BENSON, *Secretary of Agriculture.*

FREDERICK H. MUELLER, *Secretary of Commerce.*

JAMES P. MITCHELL, *Secretary of Labor.*

ARTHUR S. FLEMMING, *Secretary of Health, Education, and Welfare.*

SUMNER G. WHITTIER, *Administrator of Veterans Affairs.*

ROGER W. JONES, *Chairman, Civil Service Commission.*

LEO T. HOEGH, *Director, Office of Civil and Defense Mobilization.*

FRANKLIN G. FLOETE, *Administrator of the General Services Administration.*



Mary Switzer Receives Lasker Award

AN OUTSTANDING champion of the cause of the physically disabled was honored during the annual Albert Lasker Award ceremonies held during the Eighth World Congress of the International Society for the Welfare of Cripples, August 28-September 2. Miss Mary E. Switzer, Director of the Office of Vocational Rehabilitation, Department of Health, Education, and Welfare, because of her life-long service to the physically disabled, was one of the three recipients of this honor.

The Lasker Award was shared by Dr. Gudmund Harlem, Royal Minister of Health and Social Affairs of Norway; and Dr. Paul W. Brand, who has

gained international recognition for his work with leprosy patients.

The purpose of the Lasker Award is to emphasize, through recognition of distinguished accomplishments, the importance of developing services for the physically disabled and of international cooperation in making such services available to the largest possible number of the world's disabled.

Each year, the Lasker Award goes to persons or groups who have displayed outstanding performance in serving the physically disabled.

Each recipient is given a silver statuette of the Winged Victory of Samothrace and a prize of \$2,500.

1961 NATIONAL ESSAY CONTEST THEME

"Jobs for the Handicapped . . . A Community Challenge"



WORLD'S BIGGEST NEPH SIGN

LIGHTING up the northern Virginia skyline at night during July and August was this towering Hecht Co. sign. The artwork was adapted from New York artist E. Franklin Wittmack's famed self portrait of the thoughtful businessman which was painted in 1956, the year of Wittmack's death. Four stories high and over 250 feet long, this is the third successive year that the Hecht Co. has erected this gigantic lighted display.

Handicapped Gridder To Enter College

MARTY BRENNAN, an all-star football guard and honor student who graduated from Nativity B.V.M. High School in Pottsville, Pa., in June, will enter Kings College in Wilkes-Barre, Pa.

So, what's special about that, you ask? Don't millions of boys and girls enter college every year?

The answer to both questions is yes. But Marty's case is different for two reasons. First of all, his right hand is missing and it is hard enough to play guard on a football team even with two hands. Only, Marty proved his handicap didn't stop him because he was named to two all-star teams, was on the honor roll, and was named class president.

Last May, however, the Pennsylvania

Bureau of Rehabilitation provided Marty with a below elbow appliance and training in its use at the University of Pennsylvania Rehabilitation Center.

Second, Marty is an orphan and wasn't sure where the money for tuition fees, books, and other expenses would come from. This was taken care of recently when a trust fund was set up for him.

According to the Rev. John J. Nugent, principal of Nativity B.V.M. High School, Marty would have been elected class president regardless of his handicap. His classmates picked him because they felt he was the person best qualified to represent them and the best student for the post.

Marty was a better-than-average
(Continued on p. 12)

State Chairmen Present New Stamp To Their Governors

SECOND-DAY ceremonies were held in almost all State capitals and the District of Columbia on August 29, the day following the issuance of the "Employ the Handicapped" 4-cent commemorative stamp at the Eighth World Congress of the International Society for the Welfare of Cripples in New York City.

The formal presentation ceremonies were conducted by the Governors' Committees' Chairmen and Secretaries in their respective States. In each State capital, the Governor's Committee Chairman, the Postmaster, and the radio and television executives of the major local broadcasting stations personally participated in the presentation ceremonies to their respective Governors or their designates.

In the Nation's Capital, the album for the three commissioners was presented by J. Leo Lynch, Chairman of the Commissioners' Committee on Employment of the Physically Handicapped, to Engineer Commissioner Col. Frederick J. Clarke, USA, representing the president of the Board of Commissioners, Robert E. McLaughlin, who was in the hospital recovering from a mild heart attack.

Mr. Lynch asked employers to open the doors to properly qualified workers and to "hire them on the abilities they possess."

In accepting the album, Col. Clarke called the stamp "more than a stamp you will be able to affix to your letters. It is a messenger to remind each and everyone of us it is what a person is able to do that is important."

The ceremony also featured brief addresses by Roger W. Jones, Chairman of the U.S. Civil Service Commission; John C. Pyles, Jr., Chairman of the Washington Board of Trade; Norman W. Pierson, Director of the District of Columbia Department of Vocational Rehabilitation; and D.C. Postmaster Carlton G. Beall. Music was furnished by the U.S. Navy School of Music band.

Miss Ruth Rea, recently chosen Miss Washington of 1960, participated and was on hand to greet those who purchased the stamp at a temporary Post Office set up in a house trailer for the sale of the stamp.

One of the most unique stamp ceremonies was held in San Francisco where Postmaster John Fixa sold Nathan L. Fairbairn, president of the California Compensation and Fire Co., a year's supply of the stamp for the insurance firm's mail. This ceremony was arranged by Frank Curley, former Chairman of the San Francisco local Committee on Employment of the Physically Handicapped, from a Veterans Administration hospital bed.

BUY—

"Employ the Handicapped" Stamp

Billboards and Car Cards

Boost Handicapped Program



THROUGH the outstanding support of the Advertising Council, the Outdoor Advertising Industry, and the Transportation Advertising industry, the Nation was made more aware of the hire-the-handicapped program this year during the month of July.

Billboard spaces carried a 24-sheet poster which read: "Hire the Handicapped—I Know It's Good Business," and was illustrated by a typical businessman seated at a desk. (See above photo.) A total of 2,358 were requested throughout the United States.

Car Cards using the same illustration but carrying the message "Hire Disabled Veterans—I Know It's Good Business," appeared in thousands of buses and street cars. Again, this year, the Bureau of Employment Security of the U.S. Department of Labor provided the funds for the printing of the

car cards. Transportation Advertising companies requested 46,500 and the Veterans Employment Service distributed 5,000 to all of their field offices.

Despite the encroachment of a political year on billboard space, generous offerings by Outdoor Advertising companies in each State assured a large coverage. In many areas the billboards and car cards are carried for several months after the allocated month has passed.

The President's Committee still has on hand approximately 645 billboard posters which are available for display during the next 12 months. Any individuals or organizations interested in obtaining this billboard may write to: The President's Committee on Employment of the Physically Handicapped, Washington 25, D.C.

CP Victims

(Continued from p. 5)

He mentioned current legislation in Congress which would provide for the evaluation of rehabilitation potentials and rehabilitation services to handicapped individuals "who as a result thereof can achieve such ability of independent living as to dispense with the need for expensive institutional care or who can . . . largely dispense with the need of an attendant at home." The legislation would also assist in the establishment of public and private nonprofit workshops and rehabilitation facilities, and the speaker added that these rehabilitation services "are no longer experimental," although at the present time there is no nationwide program of the type contemplated in the proposed Federal law.

He said that in 1958, nearly 1,000 persons with cerebral palsy were rehabilitated through the State rehabilitation agencies. "This, of course, is not a large number in terms of those who need service, but it is important because it represents a sizable increase over earlier years," he added. Where the few who had worked before rehabilitation had earned \$93,000 a year, these 1,000 cerebral-palsied individuals now earned more than \$1,600,000 in their first year of employment.

Mr. McCahill also revealed that the U.S. Bureau of Employment Security is preparing an interviewing guide for the use of counselors and placement workers in assisting persons with cerebral palsy. Current plans call for the publication of this guide, which will be part of the series of "Interviewing

Guides for Specific Disabilities" during the fiscal year 1961.

Finally, the speaker told the Boston University audience that the U.S. Civil Service Commission will also in the near future issue an informational pamphlet treating the employment policy of the Federal Government with respect to those individuals with residual of cerebral palsy and other neuromuscular disorders.

As a "preview" of this document, Mr. McCahill stated that the Civil Service Commission would hold that conditions like cerebral palsy, multiple sclerosis, and other neuromuscular disorders alone should not keep a person from being employed in the Federal service if that person can qualify competitively and perform all the duties of the position . . . "effectively and without hazard to himself or others."

Handicapped Gridder

(Continued from p. 9)

football player filling one of the guard positions on the Nativity High football team. His ability won him berths on the Anthracite Catholic League All-Star Squad and the East Penn All-Star Team.

But sympathy played no part in his selection. He was named by the opposing coaches who picked only those players who were standouts all year. And, if this isn't enough, ask some of the boys Marty played against; they'll tell you how good he was. He played well both on offense and defense.

Despite his active participation in football, Marty's grades put him among the top students in his class. He scored 85 or better in 5 major subjects.

Guest Editorial

The Employer Loses . . .

J. CALEB BOGGS
Governor of Delaware



FOR THE PAST several years, Delaware has waged an intensive campaign for employment of the handicapped. Many prominent and active citizens have given time and effort to keep the public informed as to the potentials of properly trained handicapped men and women and the part they can play in the community as self-sustaining individuals.

Delaware has long prided itself with the vocational and rehabilitation programs which are offered on a statewide basis. Our program has won national recognition many times over the course of the past several years. Training of the handicapped has always been undertaken on a specialized basis.

With that kind of background established, I believe that I can sincerely pose this question: Who loses when qualified, well-trained, physically handicapped people are not employed? I am certain that it is the employer—no one else.

Once our large and small business enterprises throughout America realize the potential of the handicapped, we will be able to increase our productivity to a great degree. There are thousands of examples to prove this point.

Safety records improve where hand-

icapped are employed, for they are taught to be more careful.

There is less time lost on the job, for the handicapped are anxious to prove themselves. They make a determined effort to be on the job every working day.

There is new peace and prosperity for these people when they are on a regular payroll and have money to spend for the necessities of life. They take on added prestige in the community, and face their fellow citizens eagerly when they no longer are dependent on charitable agencies or State support programs for sustenance.

When the handicapped are gainfully employed, everyone benefits—and no one has a greater stake than the employer himself. If these people become the criteria for safety—for productivity—for self-discipline—then the average worker is bound to try to raise his own standards. Everyone loses when the handicapped fail to work.

America's strength continues to lie in its ability to produce. Doesn't it make sense to utilize every productive person to help keep our Nation strong and free?

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

Stimulating Column by Prominent Doctor

EDITOR'S NOTE: *With the kind permission of Dr. Theodore R. Van Dellen, we reprint below one of his inspiring columns syndicated by the Chicago Tribune-New York News Syndicate, Inc.*

MANY famous men and women achieved great things despite poor health or physical limitations. They had some priceless ingredient in their makeup that drove them to success, even though the odds were against them. Historians and biographers have recorded their deeds; physicians will forever hold them up as examples of what the handicapped can do.

Lord Byron, for example, had epilepsy and clubfoot. Julius Caesar also was epileptic. If these celebrated men were living today, their seizures, in all probability, could be controlled. Clubfoot too is remediable. But whether Byron and Caesar would have been different without their handicaps is a moot question.

Admiral Lord Nelson had only one

arm and one eye. Beethoven was deaf. Franklin D. Roosevelt became President despite severe residuals of polio. Chopin and Robert Louis Stevenson were tubercular. All these men continued to produce despite these disabilities. It is amazing that they were able to compose while feeling so ill; hectic fever was said to stimulate the creative urge.

Pulmonary tuberculosis often existed for months or years before it was detected in those days. There were no X-rays and no remedies.

Florence Nightingale would be considered a sickly woman by today's standards, yet she mustered enough steam to force the military chiefs to allow her to nurse thousands of casualties back to life.

Emotionally disturbed individuals may get a lift from Abraham Lincoln's life. He had sudden moods of depression and frequently shut himself up in the attic for several days. Stephen Foster was an alcoholic, yet many of his songs are part of our tradition.

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Performance

THE STORY OF THE HANDICAPPED

To Everyone, Everywhere

*Merry
Christmas*



The President's Committee on Employment
of the Physically Handicapped

DECEMBER 1960



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Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment
of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Earl Bunting, Gordon M. Freeman
Vice Chairmen

William P. McCahill
Executive Secretary

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December 1960

Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

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Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Civil and Defense Mobilization, and the Administrator of the General Services Administration.

Use of funds for printing this publication has been approved
by the Director of the Bureau of the Budget, June 11, 1959

Emphasis Placed On Small Business As Nation Observes 16th Annual NEPH Week

THE PROBLEM OF placing qualified, physically impaired persons with firms hiring 100 or fewer workers was the theme as the Nation observed the 16th Annual National Employ the Physically Handicapped Week, October 2-8, 1960.

This observance has been held since 1945, following a joint Congressional resolution which officially set aside the first full week in October every year for the purpose of pointing up the desirability of hiring these workers.

Maj. Gen. Melvin J. Maas, USMCR Ret., Chairman of the President's Committee, set the tone of this year's observance with a speech at the national Kickoff Luncheon sponsored by the District of Columbia Commissioners' Committee on Employment of the Physically Handicapped.

Speaking to more than 400 employers in the Federal and District Governments and private business, General Maas said:

"There is hardly anybody anywhere today who uses his total physical capacities at one time on any job with the exception of a professional wrestler. And few handicapped persons have lost more than 50 percent of normal physical capacities."

The General told his audience that when he took the post in 1954, he told President Eisenhower that he could not

ask private industry to hire the handicapped if the Federal Government did not show the way. As a result, he explained, a coordinator program—which gives the handicapped person a place to go to for job opening information—was set up in 1957.

But before that, said General Maas, "The Civil Service Commission began changing its physical requirements to make it easier for the handicapped who are qualified to get jobs in the Federal Government."

He pointed out that there are 2,500 coordinators in the Federal Government including 300 in the Washington Metropolitan area and 40 in the District of Columbia Government.

As a result of the changes in regulations and the work of the coordinators, General Maas added, 176,500 handicapped persons have been hired since January 1942.

"This should be an example to State governments, municipal governments, and private employers to set up similar programs. Let me remind you that we are not asking you for charity, pity, or sympathy, because the handicapped do not want that. They want a job.

"Let us not forget," General Maas said, "that today we are engaged in a gigantic struggle—the biggest battle we

(Continued on p. 4)

1961 ANNUAL MEETING—APRIL 27 AND 28



Dr. Aldes Honored

Dr. John H. Aldes

DR. JOHN H. ALDES, Director of the Ben R. Meyer Rehabilitation Center, Cedars of Lebanon Hospital in Los Angeles, was named by the President's Committee to receive the 1959 Physician's Award in recognition of his outstanding contribution to employment of handicapped workers. (See PERFORMANCE, October 1960.)

Because of illness, Dr. Aldes was unable to be present when the award was made at the annual banquet of the Congress of Industrial Health of the American Medical Association, Charlotte, N.C., October 11, 1960. In behalf of Dr. Aldes, Dr. E. Vincent Askey, President of the American Medical Association, received the award from Dr. Edward C. Holmblad, Chairman, Medical Committee of the President's Committee. On his return to Los Angeles, Dr. Askey will present the scroll to Dr. Aldes.



Dr. E. Vincent Askey (left)
and Dr. Edward C. Holmblad

21 California Newspapers Donate Ads Worth \$1,000 a Week

EDITOR'S NOTE: HOSPITAL MANAGEMENT, *one of the largest circularized magazines in the hospital field in the Nation, published an intriguing article in the August issue. We reprint it here with the kind permission of Walter N. Clissold, Publisher.*

IN California's San Fernando Valley, 21 newspapers are donating classified ads worth more than \$1,000 a week for a bold new venture in locating jobs for the physically and emotionally handicapped.

Originated by Dr. Leslie Navran, psychologist of the Sepulveda, Calif., Veterans' Administration mental hospital, the project is a joint effort of the hospital with the press and the California State Department of Employment branch offices at Van Nuys and San Fernando.

Each ad presents two former mental patients ready to leave the Sepulveda VA hospital and two physically handicapped persons nominated by the State Department of Employment.

Employers interested in considering these "professionally evaluated people" may arrange for interviews by telephoning the sponsoring agency.

They receive detailed information about prior work and educational experience and are told the professional assessment of the job candidates' voca-

tional aptitudes, abilities, interests, and limitations. Those who hire former patients of the hospital are provided free consultation.

Dr. Navran reports a total of 25 responses to the first 48 ads, with many of these resulting in job placement.

The project reflects the Veterans' Administration's conviction that the old relationship in which the community considered the mental hospital only a custodial institution is growing into a "working partnership" in which the community understands the hospital's treatment capability and takes an active part in final rehabilitation of patients.

Otherwise, the community will find itself in the impractical position of first paying for and then undoing efforts of the hospitals to help patients, said Dr. Jesse F. Casey, director of psychiatry and neurology service for the VA in Washington, D.C.

Although today's modern mental hospital can treat and return to the community up to 85 percent of its first admissions within a year, one out of every two patients released from mental hospitals in this country is rehospitalized, Dr. Casey pointed out, adding:

"Certainly one of the major contributing factors to their rehospitalization is the stress of inability to find and maintain suitable employment."

Nation Observes NEPH Week

(Continued from p. 1)

have ever faced—to protect our way of life which has enabled us to have the highest standard of living the world has ever known.”

General Maas said that if the battle is to be won, the people “other than the military” will be the ones to win it and to do so it will require the most effective utilization of our manpower resources and “this means employing the handicapped.”

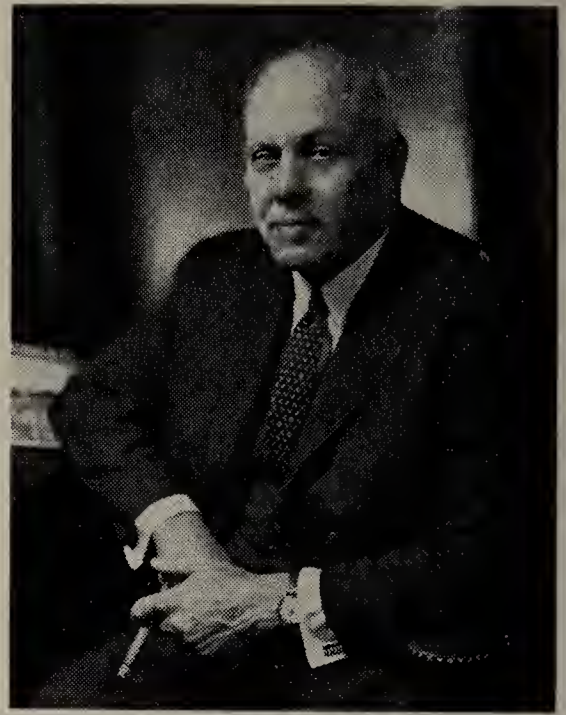
General Maas noted that much remains to be done to acquaint so-called small businessmen with the advantages of hiring handicapped persons who are thoroughly trained and properly qualified. He said:

“It is fitting that we give small business major attention because 95 percent of this country’s business firms are classified as small by the standards of the Small Business Administration and they hire approximately 50 percent of this Nation’s work force.

“You can imagine the tremendous assistance that more than four million small businessmen could provide to the hire-the-handicapped program if each hired just one handicapped person during the next year,” he said. “It would open many opportunities for those workers and help them to be assets rather than tax liabilities to their communities.”

President George Meany of the AFL-CIO in a statement in honor of NEPH Week said:

“The American Federation of Labor and Congress of Industrial Organizations has cooperated fully with the President’s Committee and calls upon



George Meany
President, AFL-CIO

affiliated national and international unions, State federations, central bodies, and local unions to participate to the fullest extent possible in this program.

“I urge all members of organized labor as well as the general public,” Meany added, “to help in the national program to give the physically handicapped equal job opportunity—not only during this week but throughout this year and the years to come.”

Another boost for the program has come from the 14 Cabinet or Agency heads who make up the Associate Members of the President’s Committee. Each has signed a statement pledging increased “personal and national support” of the program of rehabilitating and placing in employment all qualified handicapped workers.

In addition, many States and communities issued proclamations and statements in support of NEPH Week

and sponsored luncheons or dinners in observance of the Week. Also, many organizations throughout the United States issued statements again reaffirming their support of this program.

Increased emphasis was placed during NEPH Week 1960, both by the President's Committee and Governors' Committees on Employment of the Physically Handicapped in the field of aiding the mentally retarded and the mentally restored.

Although much progress has been made in the placement of the handicapped, much more remains to be done. Last year, according to Bureau of Employment Security figures, 295,464 handicapped persons were placed

in gainful employment. But it is estimated by the U.S. National Health Survey that 1 out of every 10 persons in the Nation has a disability which limits his or her normal activities.

Furthermore, it is estimated by the Office of Vocational Rehabilitation that 270,000 persons become disabled every year to a degree requiring vocational rehabilitation services. These people must be added to the more than two million backlog of persons who need rehabilitation and a job opportunity.

State-Federal programs accounted for the rehabilitation in 1959 of 88,300 persons. Of this number, approximately 75 percent had been previously unemployed.

Secretary of Defense Urges All Employers To Hire the Handicapped

A RECENT edition of PERFORMANCE carried a guest editorial written by Thomas S. Gates, the Secretary of Defense, in which he gave his personal opinions as to the desirability of giving work opportunity to qualified physically handicapped workers.

As further evidence of his interest, he issued a statement prior to NEPH Week which was widely circulated by the Armed Forces Press Service, Service Information Officers, and Service Coordinators for the Committee's program. This message reached every command in the defense complex. Secretary Gates' statement follows:

"The Department of Defense, one of the Nation's largest employers of civilians, has found from long experience that the physically handicapped as a

group are stable, productive workers whom it is good business to hire for jobs for which they can qualify.

"We also know that by providing these citizens with a chance to support themselves and their families we are giving practical application to the basic American belief in human dignity.

"I urge all employers in the United States, who may in the past have hesitated to employ the physically handicapped, to consider our successful experience and that of other major employers in the U.S. and actively join in this effort.

"It is only through the voluntary cooperation of all employers that the American ideal of productive employment for every citizen, based solely upon ability, can be realized."

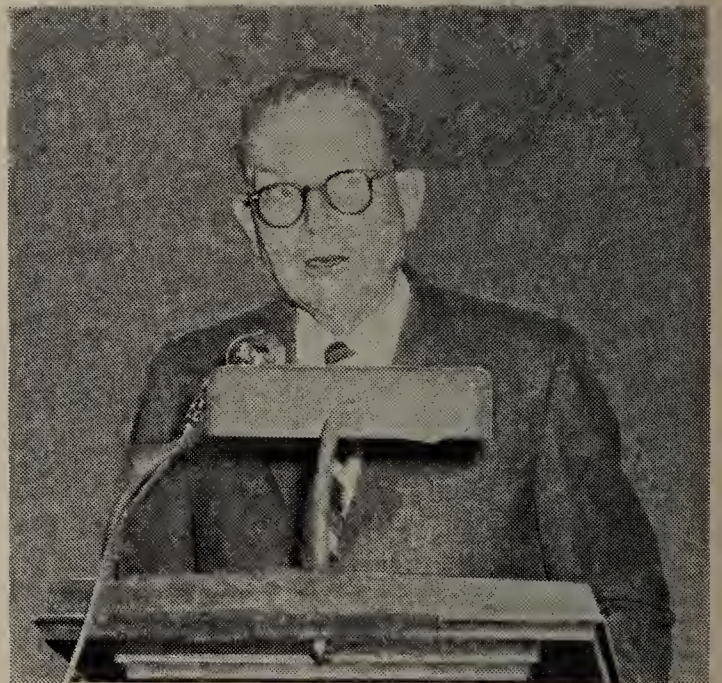
Cartoonists Committee Chairman Stars at Pennsylvania Meeting

ALLEN SAUNDERS, Chairman of the Cartoonists Committee of the President's Committee, was one of the program features of the Pennsylvania Governor's Committee's Eighth Annual Conference held in Harrisburg on September 7 and 8. The creator and continuity writer for the popular "Mary Worth" and "Steve Roper" comic strips spoke at the conference dinner and later in the evening was interviewed on an hour-long television show.

Mr. Saunders' talk followed the dinner address of Pennsylvania Governor David L. Lawrence.

The cartoonist-writer had the almost 600 persons attending the dinner laughing for the better part of an hour with his keen wit and wry observations on his experience as a cartoonist and continuity writer for comic strips. He ended his presentation with a short chalk talk, demonstrating how "anyone" could draw with the use of a few straight and curved lines.

One of the most amusing parts of Saunders' talk concerned the letters complaining about various things in his cartoons or threatening damage suits, almost invariably "for \$25,000." He recalled one Steve Roper sequence in which he used solidified carbon dioxide by its common name as an instrument of murder, not realizing that the name was a trademark. Lawyers for the trademark owner promptly and definitely enlightened him.



Allen Saunders

It was Saunders' rueful observation from this and other such experiences that if you want to pick on anybody in a comic strip it had better be someone who isn't organized, a condition that is increasingly unlikely in our highly organized society.

Saunders' appearance on television was on an hour-long show over WHP-TV, Harrisburg. He was interviewed for the full hour by John Price, news director of the television station. According to Mr. Price, the Saunders' interview called forth one of the most enthusiastic responses by telephone and letter in the history of the weekly series.

Enlargements of cartoons made by Saunders and five other members of the Cartoonists Committee on the employ-the-handicapped theme were used on the television show and for display at the conference.

Social and Economic Aspects in Rehabilitation of the Retarded

EDITOR'S NOTE: *Herewith PERFORMANCE reproduces a talk delivered by William A. Fraenkel, Ph. D., Consultant, Vocational Rehabilitation and Sheltered Workshops, National Association for Retarded Children.*

Dr. Fraenkel's comments concerning the rehabilitation of the mentally retarded are particularly interesting.

The talk was delivered August 31, 1960, at the Eighth World Congress of the International Society for the Welfare of Cripples in the Waldorf-Astoria Hotel, New York City.

THROUGH THE Federal-State program of vocational rehabilitation we see in the United States striking evidence that the mentally retarded are able to undertake rehabilitation training with resulting employment placement. In 1958, 1,578 mentally retarded persons were rehabilitated into employment through such programs. While this represents only 2.1 percent of the total number of all handicapped persons rehabilitated that year, it is a major step forward. The majority of such rehabilitations were effected in the service occupations and unskilled jobs though some were able to find employment at semiskilled work, clerical, sales, and agricultural jobs.

Specifically some of these jobs were: domestics, day workers, maids, nursemaids, kitchen workers in restaurants and hotels, waiters and waitresses, barbers, beauticians, bootblacks, nurse's aides, hospital attendants, janitors,

porters, elevator operators, farmhands, nursery laborers, groundskeepers, upholsterers, bakers, assembly workers, textile laborers, construction workers, routemen, laundry workers, auto service attendants, food product laborers, warehouse workers, and general laborers.¹

Other retardates unable to work in competitive employment without special assistance are to be found in more than 200 sheltered workshops serving the mentally retarded in this country. For the most part these workshops are preparing the retarded for two-fold goals: (a) preparation for competitive employment; (b) sheltered employment. The National Institute on Workshop Standards² describes sheltered workshops as work oriented rehabilitation facilities "with controlled working environment and individualized vocational goals, which utilizes work experience and related services for assisting the handicapped person to progress toward normal living and a productive vocational status."

Workshops Provide Variety of Experiences

The majority of workshops serving the mentally retarded have indicated to the Vocational Rehabilitation and Sheltered Workshop Committee of the National Association for Retarded Children that they are meeting this definition. In general, these work-

(Continued on p. 13)

International Society Eliminates Word "Cripples" From Title

BY AN overwhelming vote, the members attending the Eighth World Congress of the International Society for the Welfare of Cripples, voted to change the name of the organization to the International Society for the Rehabilitation of the Disabled.

This action was taken Wednesday, August 31, during the week-long Eighth World Congress of the Society held in New York City.

Dr. Howard A. Rusk, a director of the organization and head of the New York University-Bellevue Medical Center, commented on the name change:

"Better than any other event of the 6-day meeting, this name change illus-

trates the new philosophy developing throughout the world in regard to physically handicapped persons. The paternalistic approach of protection and welfare is being replaced by the dynamic concept of opportunity through rehabilitation. The 'basketry, beadwork, and boredom' that characterized the life of the physically handicapped a few decades ago is gone.

"In the future, we will read and hear the word 'cripples' less and less. Perhaps some day it will be obsolete both as a word and concept. When that day comes, the work of the International Society for the Rehabilitation of the Disabled will be finished."

New York Rehabilitation Unit Helps Handicapped Find Jobs

STATISTICS may be cold, but to the staff of the Division of Employment and Rehabilitation of the New York City Department of Welfare, who handle thousands of cases yearly, the people never are. Each person assisted by the Division—including those with severe handicaps—is treated on an individual basis in order that the most use can be made of his skills and assets.

In 1958, the last year for which figures are available, the agency was able to make about 7,000 direct placements, rehabilitate and find jobs in private industry for 650 persons with severe physical disabilities. This came

about as a result of much hard work. Studies of the employable caseload in the division shows that:

- The average age is 41 with approximately 30 percent over 50.
- Only 6 percent of those served have had any high school education.
- About 42 percent are illiterate.
- About 20 percent have had less than 6 months work in this country.

What makes the job harder is that around 50 percent of the clientele have not held a job in the last 3 years. Also, inability to speak English, illness or disability have increased the caseload.

However, the greatest number of persons requiring rehabilitation services prior to entering the labor force are those receiving assistance to the blind or assistance to the disabled.

Adding to the problem are many cases where persons have a feeling of frustration or helplessness because an employer has told them "no" so many times when they ask for a job. To combat the problem, the DER makes use of varied services. To assist persons on the public assistance rolls who are able to work, the agency uses interviewers to evaluate their abilities, counsels them in their job search, and makes training and placement oppor-

tunities available to them. In addition, the DER makes extensive use of the State's Employment Service, direct contact with employers, and other sources to find jobs.

Those in need of medical attention prior to undergoing a vocational training program are taken care of by the medical unit of the agency. Those not in need of such attention are put into a "Rehabilitation Service Program." In these programs, public assistance recipients are provided with training facilities not available elsewhere. Among the courses are English, typing, clerical procedures, factory workshop experience, and on-the-job training.

National Institute Held on Total Rehabilitation of Epileptics

THE FIRST National Institute on the Total Rehabilitation of Epileptics, held May 25th through the 27th in Chicago, was sponsored by the National Epilepsy League, by the University of Illinois, and by the Office of Vocational Rehabilitation of the Department of Health, Education, and Welfare. A federal grant administered by the latter agency made possible this meeting, attended by 50 leaders in the field of medical, psychological, educational, social, and vocational rehabilitation of epileptics, and their employment in workshops and in competitive industry.

The list of speakers included several of the country's outstanding epileptologists, and the general sessions were chaired by Dr. Frederic A. Gibbs of the University of Illinois School of Medicine, internationally known as an au-

thority on modern methods of treatment of epilepsy and in the field of electroencephalography.

Surveys reported to the meeting by the National Epilepsy League have shown that with new methods of treatment and with new medicines now available, at least 80 percent of adults with this disorder, when properly placed, are capable of regular productive employment in a range of jobs almost as broad as listings in the Dictionary of Occupational Titles. It was asserted that 50 percent of all epileptics, under proper and sustained medication, could be entirely seizure-free.

Other recent studies have shown that among all physical disabilities, epilepsy is the greatest single block to employment, although with skilled assistance

(Continued on p. 12)



Prosthetics Displayed at Commerce Department

AN EXHIBIT showing the latest developments in prosthetics and orthotics was opened in the Department of Commerce lobby in Washington, D.C., as part of the 16th Annual NEPH Week observance. Left to right: Glenn Jackson, Executive Director, American

Orthotics and Prosthetics Association; Maj. Gen. Melvin J. Maas, Chairman of the President's Committee; and Miss Mary E. Switzer, Director, Office of Vocational Rehabilitation, Department of Health, Education, and Welfare.

Santa Brings Gifts of Happiness To Thousands of Handicapped Children

SANTA CLAUS is keeping up with the times.

Two years ago, PERFORMANCE published a story telling how Santa Claus at his workshop at North Pole, N.Y., hired many handicapped helpers to prepare toys for young handicapped children each Christmas. Santa's operation has been going on since 1949. In the early days, Santa flew his own

small plane over a small area of the country passing out toys to underprivileged children. PERFORMANCE was curious to see how Santa's Operation Toylift had progressed during the past 2 years. So, a letter was sent off to Santa and his reply revealed the following:

The operation has expanded to where, in 1960, Santa will fly to 31



Santa is shown de-planing with some of his attractive helpers who, this year, will pass out gifts to thousands of handicapped children at airfields in 14 States, the District of Columbia, and two Canadian Provinces.

major airports in 14 States and the District of Columbia and two Provinces of Canada. In a plane loaded with toys and attractive Santa's Helpers, Santa will shake hands with more than 11,000 children.

In one instance last year at Baltimore, Md., 311 blind orphans were brought to the airport to meet Santa and receive gifts. In many cities during the whirlwind flight, as many as

6,000 adults and children thronged to the various airfields to receive a cherry, "Merry Christmas," from the gentle old Saint. At one stop in Cleveland in 1959, 22 ambulances lined up alongside the airstrip, each of them bearing two children on stretchers awaiting their gifts.

Santa's Operation Toylift Fund is a national charity and is tax exempt being a nonprofit operation.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

ARTICLES MAY BE REPRINTED WITH OR WITHOUT CREDIT. PHOTOS ARE AVAILABLE UPON REQUEST; GIVE CREDIT WHEN INDICATED.

Rehab of Epileptics

(Continued from p. 9)

of counselors and placement specialists, most persons with this disorder could become efficient, valuable, and productive workers. To provide practical know-how in working effectively with epileptics, the discussions were counselor centered and consideration was given to the special problems of epileptics in finding and holding jobs.

Specifically, the National Institute on the Total Rehabilitation of Epileptics was designed to serve as a pilot-project, the prototype of a series of regional, State, and local training workshops which the National Epilepsy League and other participants hope will follow.

Such succeeding meetings would aim to intensively train counselors and selective placement specialists in both public and private areas of rehabilitation and employment, using materials and techniques developed by this National Institute. The specific purpose of these materials and techniques would be the training of workers to meet the unique vocational needs of epileptic persons.

Topics discussed by the three groups, into which the participants of the Institute were divided for the second and third days of the 3-day sessions, carried out the theme of total rehabilitation of epileptics and were aptly entitled "The World of the Epileptic," "Evaluating the Epileptic and His Disorder," and "Payday."

Attending the Institute in addition to experts in the fields of medicine and physical restoration of epileptics were

counselors and placement workers in private, State and Federal agencies. Among the headquarters and regional personnel participating were representatives of the President's Committee, the Office of Vocational Rehabilitation, the Bureau of Employment Security, and the Veterans' Administration.

Special Hospital Kitchen Helps Disabled

PHYSICALLY handicapped women undergoing rehabilitation at Georgetown University Hospital in Washington, D.C., go into the kitchen before they are discharged.

No, the ladies do not go into the regular hospital kitchen but into a special conventionally furnished kitchen which might be found in the average home and many apartments. It is equipped with a four-burner electric range with oven, a sink, sideboards, overhead wall closets, pots, pans, and other utensils.

The object is to teach the patients how to go about the everyday tasks of preparing meals. Chief beneficiaries are women who have suffered paralyzing strokes. However, patients who have suffered other physically crippling disorders make use of the facility.

Physical and occupational therapists assist doctors in the retraining program.

Although the Department of Physical Medicine and Rehabilitation at Georgetown University Hospital is equipped with the conventional facilities and devices employed in exercising of impaired muscles or limbs, the kitchen is not an exercise simulator. It is "for real."

Rehabilitation of the Retarded

(Continued from p. 7)

shops utilize work experiences for: (1) evaluating trainees; (2) job tryouts; (3) job training; (4) developing work habits; (5) developing work attitudes as well as to provide (6) remuneration. Many of the workshops engage in one or more of the following:

- Subcontract with prime or secondary manufacturers engaged in light assembly type activities involving simple hand assemblies, sorting, packaging, packing, wrapping, and mailing.

- Manufacture their own product like commercial ceramics, concrete stepping stones, danger flags, meat hooks, and flower boxes.

- Refinish or repair household items using both power and hand tools and spray paint equipment.

- Provide special services such as washing and cleaning industrial rags, iron clothes, and clean up buildings.³

Trainees receive wages while engaged in remunerative workshop activities. A special certificate permits the payment of wages lower than the minimum wage to handicapped persons who because of their disability are unable to earn the minimum wage.

Forward thinking unions do not oppose the sheltered workshop, "on the contrary, we, in labor, recognize the need for it in a number of situations but we also believe that sound labor management relations, wholesome working conditions, and prevailing wage rates can and should be applied to sheltered workshops."⁴

In addition, our nationwide experience has revealed that there are a num-

ber of Work Readiness Programs, Social Adjustment Centers, or Day Occupational Centers which appear to fall under the category *Activity Centers*. Here mentally retarded who are incapable of consistent productive work are provided with a wide variety of activities which offer opportunities for mature social living, better use of leisure time, and are assisted in the development of initial work habits. In some instances there has been movement of individuals from the activity center kind of program into sheltered workshop programs. Some have also been able to move from sheltered workshops to employment in the community. . . .

This then presents new challenges to those of us in the field of rehabilitation for we are beginning to see that a far greater number of the mentally retarded are able to become useful productive citizens of society.

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THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

Serves 25 Years In Treasury Despite Polio



MRS. Thelma G. Dubinsky, of the Office of the Secretary of the Treasury, is presented a 25 year service pin by Administrative Assistant Secretary A. E. Weatherbee. All of Mrs. Dubinsky's Federal service has been with the Treasury Department.

Mrs. Dubinsky, who contracted polio at the age of two, participated in rehabilitation programs at Warm Springs, Ga., and several hospitals, including Johns Hopkins in Baltimore and Shriners Hospital in Philadelphia. After completing her education, she received an appointment in January 1935 with the Office of the Secretary where she has had an outstanding record of attendance and efficiency during her Federal service.

Commemorative Stamp Figures

There were 439,638 first-day covers canceled at New York on August 28, when the 4-cent "Employ the Handicapped" stamp went on sale. In all, 1,770,633 stamps worth \$70,825.32 were sold.

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THE STORY OF THE HANDICAPPED



High Honor to Administrator of Veterans Affairs

The President's Committee on Employment
of the Physically Handicapped

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Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Earl Bunting, Gordon M. Freeman
Vice Chairmen

William P. McCahill
Executive Secretary

Vol. XI, No. 7

January 1961

Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

Contents

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Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Civil and Defense Mobilization, and the Administrator of the General Services Administration.

Use of funds for printing this publication has been approved
by the Director of the Bureau of the Budget, June 11, 1959

1960 NEPH Week Visits Follow Regional Lines

EDITOR'S NOTE: *Following is a report on 1960 NEPH Week activities in the Southwest. Succeeding issues of PERFORMANCE will carry the story from other parts of the country. The introductory paragraphs will explain the reason for this new presentation.*

ON May 25, 1960, President's Committee's Chairman Melvin J. Maas announced a new pattern for NEPH Week visits by members of the Staff. "We will discontinue the practice of trying to visit every State during the NEPH Week period," General Maas said, in a memorandum to the States. "Instead, the staff will normally visit only the States to which they are assigned for regional meeting purposes." He added that about half the States would be covered annually by the national staff in this manner.

"In addition, Mr. Bunting, Mr. Freeman, Mr. McCahill, and I and others from Washington will visit certain States for special NEPH Week events of a regional or national nature," General Maas concluded. His memorandum announced the assignment of Lawrence T. Burdick to visit the Southwest; Vincent P. Hippolitus, the South; Thomas R. Greening, the Midwest; and K. Vernon Banta, the Middle Atlantic.

In Arkansas, Mr. Burdick met with State Chairman Sam Strauss, Jr.; Don Russell, Arkansas State Director of Vocational Rehabilitation; State Secretary Ed Fultz; and Elmer Fiddler, who is in charge of the Arkansas Employment

Security handicapped program. Here an agreement was reached for Arkansas to be host to a five-State regional meeting of the President's Committee at Hot Springs on April 6-7, 1961, the participating States to be Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. Thursday, the first day, will be given over to a regional meeting of the National Rehabilitation Association and Friday to the President's Committee's regional meeting.

Mr. Burdick spoke September 27 to the Lions Club in Conway, Ark., and inspected the new addition to the Southwest Rehabilitation Center in Little Rock being completed by the Lions for the visually handicapped in the Southwest. Chairman Strauss and Mr. Burdick made several appearances in Little Rock for press, radio, and TV purposes, where Mr. Strauss emphasized that these facilities will increase the State's rehabilitation potential as will the acquisition of a large military hospital in Hot Springs by the State Department of Vocational Rehabilitation. Mr. Strauss said Arkansas' total of 2,368 rehabilitations in 1960 places Arkansas in third place nationally in percentage of population rehabilitated, and he predicted that the new facilities will enable the State to move even more rapidly to the top.

Winding up the Arkansas observance of NEPH Week in Little Rock was the third annual meeting of the Arkansas Council on Employment of

the Physically Handicapped, a community EPH committee with year-round financial backing by the national Nemours Foundation. Speakers included Dwight D. Guilfoil, Jr., last year's "Handicapped American of the Year"; Laurence Melton, Chairman of the Texas Committee; and Mr. McCahill, President's Committee's Executive Secretary, whose keynote address, "The Problem Before You," opened the session.

Louisiana's program is undergoing steady, forward progress under A. R. Johnson III, new State Chairman. Former Louisiana Governor Sam Jones, speaking before a large dinner meeting of the American Legion in Baton Rouge, called Mr. Johnson "one of the ablest young men in the State and probably the youngest bank president in the country." Mr. Burdick then told the Legionnaires that their 1948 film, "No Help Wanted," produced for the President's Committee, was, by good fortune, released at a time when the post World War II burgeoning TV industry gave the film a chance to make maximum impact, which helped greatly in the demobilization and reemployment of millions of veterans after World War II, many of whom returned to civilian life with combat-incurred disabilities.

In New Orleans, Mayor deLesseps S. Morrison's proclamation of NEPH Week touched off a steady schedule of news and editorial releases, features, and radio and TV NEPH materials. Assisting in the New Orleans campaign were Germinal Messina of the Employment Security agency; C. H. Lohfink of the Civil Service Commission; Ralph H. Agate, Jr., VA regional

office; John W. Prewitt and Henry M. Rightor of the New Orleans Vocational Rehabilitation Office; and Lawrence Mellville, parish service officer for the Louisiana Department of Veterans Affairs.

In Opelousas, La., on October 4, Mr. Burdick; W. J. Carmouche, local ES manager; and Francis "Ike" Armstrong, Secretary of the Governor's Committee, presented a NEPH program before the Opelousas Rotary Club. Mr. Carmouche and Mr. Armstrong discussed the State and local employment program for the handicapped; Mr. Burdick—the national and international aspects.

In Oklahoma City, NEPH Week preparations culminated in the NRA annual conference October 10–12 at the Biltmore Hotel where a record turnout heard John H. Seeton, manager of the Pennsylvania Manufacturers Association give the employer viewpoint in support of the President's program. Mr. McCahill moderated a panel session on public relations in rehabilitation. On the panel were Ben Blackstock, Oklahoma Press Association; Howard Cowan of the Public Service Co. in Tulsa; and John Arville, Production Manager of KWTW in Oklahoma City. Two others from Washington, Bernard Posner, VA, and Oliver Kincannon, OVR, comprised the full panel.

On September 29, Mr. Burdick, Fred Nicholson of Goodwill Industries, and State Secretary Don Davis met with a delegation from the Building Trades Council, AFL–CIO, at which the union representatives announced that they would immediately commence construction, by free voluntary union

(Continued on p. 12)

Whittier Receives Committee's Distinguished Service Award

"FOR 8 YEARS, I have been talking about employment of the handicapped, but Sumner Whittier has done something about it, and thanks to him, we have come a long way."

This was a tribute paid to Mr. Whittier recently by President Eisenhower in his White House office when he presented the Administrator of Veterans Affairs with a President's Committee's Distinguished Service plaque in recognition of his accomplishments in employment of qualified handicapped persons. (See cover photo.)

The ceremony was attended by Mrs. Whittier, and Maj. Gen. Melvin J. Maas, USMCR Ret., Chairman of the President's Committee, who said: "The support and impetus he (Mr. Whittier) has given the program has been tremendous. In all the years, we have never met anyone like Sumner Whittier. We give him all the tough jobs to do and he gets them done."

The President recalled that he received a hi-fi set made by handicapped people and said "the things made by the handicapped are quite inspiring."

In a letter recommending Mr. Whittier for the award, Edward L. Cushman, Chairman of the Public Service Committee, said: "The basis upon which I am making this recommendation is his outstanding leadership in making the Veterans Administration an example of what one agency can do when the will exists, the policy is clear, and every staff member from the Deputy Administrator down through the lowest level

of supervision are informed, impressed, and participate."

Mr. Cushman noted that Mr. Whittier, as a member of the Federal Advisory Council, has been a leader in the campaign to make public buildings and their facilities accessible to those with "ambulatory impairments," has helped arrange for publication and distribution of a VA booklet on employment of several hundred epileptic veterans, a pamphlet describing jobs done by handicapped persons in his agency, and has given impetus to the hire-the-handicapped movement through radio and television material distributed to the broadcasting industry by the VA.

The Veterans Administration has more than 9,000 full-time handicapped men and women on its payroll and last year led all Federal agencies by hiring 1,014 of these qualified workers. Of the total number, 1,600 received awards and more than 1,700 were promoted to higher grades last year.

In a message to all of his agency's employees, Mr. Whittier said: "The President's office was thousands of times too small to accommodate all the members of the VA family responsible for this fine award. To each of you—doing whatever lies within your power to further the cause of jobs for the handicapped—my hearty congratulations for this Distinguished Service Award. Your service is distinguished. I am proud of you. I know the President is proud of your achievements, as well."



Happy New Year

AT THIS TIME of reborning, men the world over have an eternal habit of wiping the slate clean and starting anew. Yesteryear's faults and mistakes are recorded, but not too often remembered, and a new ledger begins.

It is much the same thing in this matter of finding jobs for the handicapped worker. Each year we show some gains, suffer some setbacks. But the sum total shows slow but steady success.

At this time of new beginnings may I wish each and every one the happiest of New Years and hope that we all will pledge together to make 1961 a golden page in accomplishment.

Melvin J. Maas



Blind Boston University Graduate Awarded Phi Beta Kappa Key

HAD ANYONE suggested to Earl R. Nickerson several years ago that he would some day be initiated into Phi Beta Kappa as Boston University's outstanding mathematics student he might have questioned their sanity.

Last January, Mr. Nickerson, 45, of Somerville, Mass., was one of five seniors from the College of Liberal Arts to receive the award—one of the highest a graduating student can acquire.

The unique thing about Mr. Nickerson's accomplishment is that he is blind. He began losing his sight in 1936 while working in a tool factory. Leading eye specialists were unable to bring a halt to his gradually increasing blindness. So, within 5 years Mr. Nickerson was totally blind.

The tool factory closed several years

ago, putting the math student at a loss as to what he should do. However, in



Edward K. Graham, Dean of Boston University's College of Liberal Arts, congratulates Earl Nickerson.

1957, on the advice of the Massachusetts Division of Vocational Rehabilitation, he entered B.U. as a freshman at the age of 42.

Mr. Nickerson said: "I realized from the first that if I were going to do anything I would have to work hard at it."

That is exactly what he did, attending classes summer and winter. This enabled Mr. Nickerson to finish the normal 4-year course in 3 years.

Mr. Nickerson is now in the Grad-

uate School working for a Master's Degree. He hopes to continue for a Ph. D. After that he plans a career as a teacher or in research work in private industry. "The choice depends on which field will accept me more readily," he says.

Although he has a "reader" to help him with his assignments in textbooks, Mr. Nickerson does the same classwork and takes the same examinations as his fellow students.

Unique Workshop Opened for CP

A MAJOR EFFORT to widen employment and independent living opportunities for the cerebral palsied was launched October 4, by the Institute for the Crippled and Disabled and United Cerebral Palsy of New York City, Inc.

Ceremonies conducted by the two organizations at the Institute's Industrial Rehabilitation Service, 621 Avenue of the Americas, marked the opening of a unique Training Workshop for

the Cerebral Palsied in New York City. A grant of approximately \$40,000 by the cerebral palsy organization will support first-year operations of the new program.

According to Willis C. Gorthy, Director of the Institute for the Crippled and Disabled, there has been growing dissatisfaction in the rehabilitation field with the limited training and employment opportunities available to cerebral palsied persons.

In Memoriam

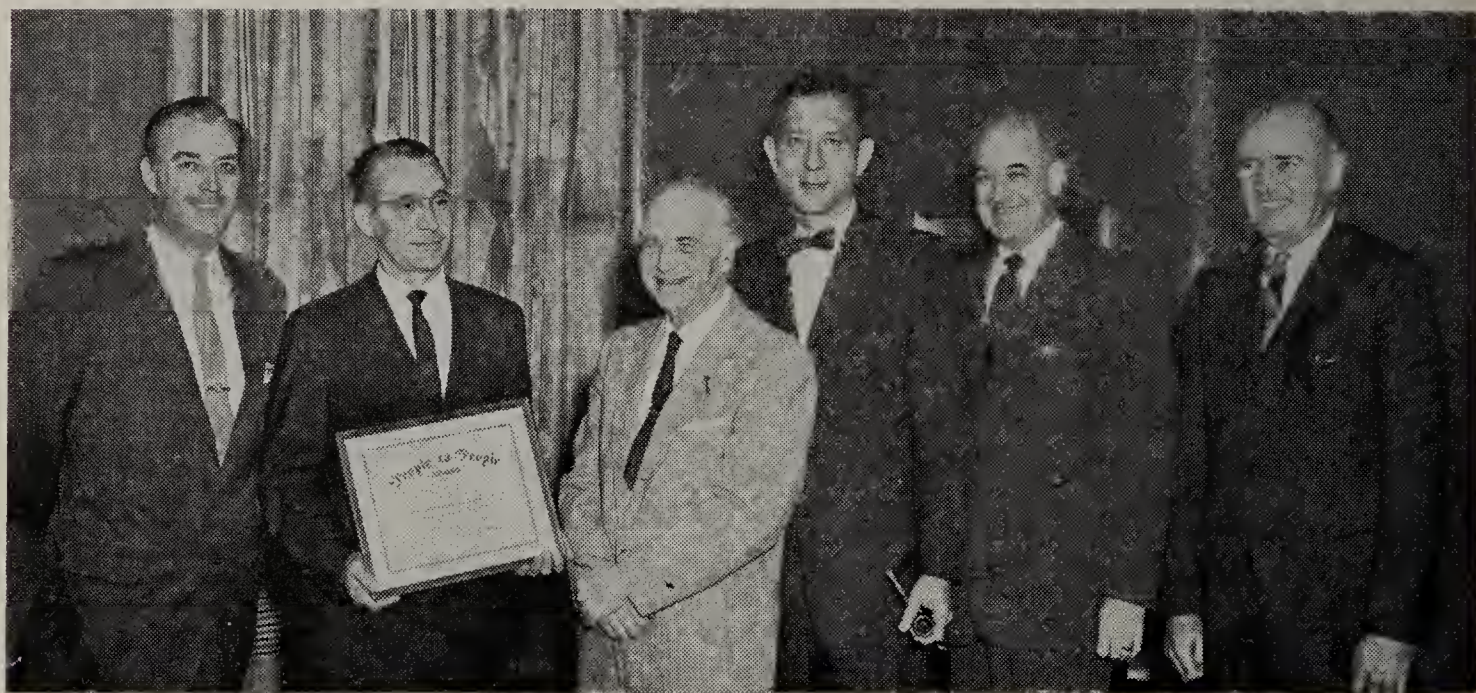
JOHN MORRISON, one of Kansas' greatest champions of the cause of the physically handicapped, died recently. The bulletin of the Kansas Committee for October was devoted exclusively to a eulogy to Mr. Morrison. It said in part:

"It is in deep sorrow that we record here the loss to all of us of Mr. John Morrison, Executive Director of the Employment Security Division of the

State Department of Labor. He worked for his fellowmen the last day of his life."

Mr. Morrison had been a member of the Kansas Governor's Committee since its beginning and a former Executive Secretary. He was instrumental in obtaining statutory authority for the Committee in the Kansas Legislature. He will be sorely missed by a wide group of friends.

Committee for the Handi Veterans and American T



VA and Veterans Give Aid to Handicapped Around the World

DR. ROBERT E. STEWART, Director of Prosthetic and Sensory Aids Service, Department of Medicine and Surgery, Veterans' Administration, was presented with a People to People citation by Melvin J. Maas, Chairman of the Committee for the Handicapped, People to People Program.

General Maas said that as a result of the efforts of Dr. Stewart, VA hospitals and clinics throughout the Nation collected nearly 3,000 artificial legs, arms, and other prosthetic units and parts vitally needed in many countries around the world. About half of these are now aboard the medical ship, *SS Hope*, in Indonesia. Dr. Stewart said that he and his colleagues will continue to arrange for the collection of

such items from veterans, and that in the future the World Rehabilitation Fund will handle the processing and delivering.

The presentation took place at a meeting of the Committee on Disabled Veterans, October 31, 1960, in the office of the Administrator of Veterans Affairs, Sumner G. Whittier. Appearing in the photograph, from left to right, are: Administrator Whittier, Dr. Stewart, General Maas, and three other members of the VA's Department of Medicine and Surgery—Dr. H. Martin Engle, Deputy Chief Medical Director; Dr. I. J. Cohen, Assistant Chief Medical Director for Professional Services; and Dr. T. M. Arnett, Deputy Chief Medical Director for Professional Services.

apped Applauds Work of ucking Associations, Inc.

J. Robert Cooper, Board Chairman of ATA, receives citation in behalf of ATA from William P. McCahill, Vice Chairman, Committee for the Handicapped, People to People Program (left).



ATA Honored for Helping to Foster International Goodwill

THE People to People Citation for "outstanding contribution to international goodwill" was presented October 21 to the American Trucking Associations, Inc., at its annual Board of Director's meeting at the Waldorf-Astoria Hotel, New York City.

Board Chairman J. Robert Cooper of ATA received the Citation in behalf of ATA and cooperating member trucking companies from William P. McCahill, Vice Chairman of the Committee for the Handicapped, People to People Program.

The Citation was in recognition of ATA and member company cooperation in moving some 1,400 artificial limbs from widely scattered parts of

the Nation to San Francisco in mid-September shortly before the departure of the HOPE ship for Indonesia. The SS *Hope* docked October 20 in Indonesia with the limbs aboard, individual gifts from disabled veterans of the United States for use in Indonesia. The artificial appliances, braces, and other devices had been collected by the Veterans Administration as part of a special People to People project.

Without the "wholehearted and complete support of ATA and its member companies, they never would have arrived in time to leave on the ship," according to Mr. McCahill, who made the presentation in behalf of Maj. Gen. Mel-

(Continued on p. 12)

Vice Chairman Bunting Asks Safety Engineers To Help the Handicapped

MR. EARL BUNTING, a Vice Chairman of the President's Committee, has called for further cooperation of safety engineers with the President's Committee, U.S. Civil Service Commission's Selective Placement Coordinators, and other organizations interested in the hire-the-handicapped program.

Speaking at a meeting of the Federal Safety Council in Washington, D.C., Mr. Bunting said that an ad hoc committee on this subject which he chairs includes many members of the Federal Safety Council. He noted that the Council's chairman, Arthur W. Motley, is serving as Vice Chairman of the ad hoc group and has made many other contributions to the President's Committee's program.

Noting that the engineers might work with the Civil Service Coordinators, Mr. Bunting declared: "In many big industries the safety engineer is traditionally a part of the team which considers the suitability of an applicant for a job. Such an alliance would add to the already strong program of the President's Committee and to that of the Civil Service Commission with respect to employment of the handicapped. Also this alliance would assist the Federal Safety Council in its efforts to reduce and prevent on-the-job accidents."

The former President of the National Association of Manufacturers told his audience that such a group might serve as "a model unit which industry might

join or even copy" and a unit which could undertake a broad-based information and education program to convince department heads, branch chiefs, supervisors, and others down the chain of command of the safety and ability of these workers.

"In our efforts to promote employment of the handicapped," Mr. Bunting continued, "we do not ask for special favors for this group. But I would like to ask that all of you, in your assignments, consider the welfare of the handicapped and make sure that their work surroundings are not only safe but comfortable and that they have every opportunity to compete with the so-called able bodied."

Mr. Bunting pointed out that the maximum efforts required by World War II and the Korean war caused many barriers to placement of handicapped persons to be "swept away" because we were fighting an aggressor which sought "to substitute its totalitarian and communistic way of life for American democracy.

"Today," he added, "the world situation does not seem to have improved a great deal. While we are not at this moment engaged in a hot shooting war with those who seek to destroy freedom, we are sitting on top of a giant powder keg which might explode at any minute.

"To prevent this, we must be strong. In order to be strong we must produce a wide variety of goods and provide a wide variety of services."

Freedom Through Communications

By Orpha Cross

THIS WILL BE remembered as the age of the one-legged half-back, the blind collegiate wrestling champ, of wheelchair basketball and amputee baseball," Executive Secretary William P. McCahill of the President's Committee said in addressing the 47th annual convention of the International Association of Personnel in Employment Security. The sessions were held in Colorado Springs, Colo.

Asserting that this century will be remembered more for its use of God's most marvelous invention, man himself, than for its marvelous man-made inventions, Mr. McCahill said:

"Our ability to communicate to America—and to the world—that 'ability counts, not disability,' and that 'it's good business to hire the handicapped' has been a powerful weapon against the deadly disease of materialism."

"Progress Through Better Communications" was the theme for the IAPES convention which brought together delegates from all parts of the United States and Canada, and from Ghana, India, Indonesia, Japan, Nigeria, and Turkey. Mr. McCahill spoke on the subject, "Freedom Through Communications."

He said that Goethe many years ago wrote, "There is nothing more frightful than ignorance in action," and noted that Victor M. Ratner, addressing the National Society for Crippled Children and Adults, said: "Communications, persuasive communications, is one of the toughest jobs on earth. And what makes communication such a peculiarly difficult job is

that the space from inside one head to another can be one of the greatest spaces in the universe."

He called attention to the growing complexity of problems and techniques of communications, but reported that the President's program has made progress through communications because the old stereotype of the physically handicapped worker has been replaced by a new image—an image that recognizes the individual's qualifications—an image that has given "untold thousands of handicapped persons a new economic freedom."

Representing Chairman Melvin J. Maas at the convention, Mr. McCahill presented a commendation scroll to IAPES President Mary B. Keller, Columbus, Ohio, "in grateful appreciation for service in behalf of our physically handicapped fellow citizens." He cited Mrs. Keller as an example that "women are an important and vital part of the communications process."

Under Secretary of Labor James T. O'Connell gave the keynote message for the record IAPES convention, which was attended by more than 1,300 delegates. He cited accomplishments in the field of employment security work, including a 35-percent increase in the placement of handicapped workers between 1953 and 1959, and said that service to employers, occupations analysis and test development have done much to improve the image of the ES service in the public mind.

Assistant Secretary of Labor Alice
(Continued on next page)



Former D.C. Chairman Honored

J. LEO LYNCH, Chairman of the District of Columbia Commissioners' Committee (left), looks on as Maj. Gen. Melvin J. Maas, USMCR Ret. (right), presents a Citation for Meritorious Service to former D.C. Commissioners' Committee's Chairman J. Harvey Daly in recognition of several years of distinguished service to the handicapped. Mr. Daly is a management consultant and labor arbitrator and is a member of the Awards Committee of the President's Committee.

Freedom Through Communications

(Continued from p. 9)

K. Leopold conducted a "Community Roundtable"—a demonstration to show how groups may sit down together to discuss manpower problems and anticipated developments in industry.

Robert C. Goodwin, Director of the Bureau of Employment Security, challenged ES personnel at all levels to provide dedicated service for "all workers and employers and all groups who are concerned with the employment process." He said that effective development and utilization of manpower resources may become the Nation's most important economic problem.

National Legislative Service Director Omar B. Ketchum, Veterans of Foreign Wars, discussed job problems of veterans, including the physically handicapped, and called attention to dangers that are inherent in unemployment.

In final business, Benjamin Cohen, Baltimore, Md., was elected president; Edwin Fultz, Little Rock, Ark., first vice president; Marcel Guay, Montreal, Quebec, second vice president; Kathryn Queen, Raleigh, N.C., secretary; Lowell J. Black, Montgomery, Ala., treasurer. The 1961 convention will be held in Washington, D.C., and Des Moines, Iowa, was chosen for 1962.

Harold Russell Heads Committee On Disabled Veterans

MOVING AHEAD to increase job opportunities for disabled veterans, the Committee on Disabled Veterans, under the leadership of Harold Russell, its new chairman, met in Washington on October 31, 1960, in the offices of Sumner G. Whittier, Administrator of Veterans Affairs. Participating in the meeting were approximately 30 committee members, heads of veterans organizations, and representatives of the various Government Agencies with a responsibility in the program.

Mr. Russell, who lost both arms in World War II and later gained fame as the hero of the Academy Award-winning movie, "Best Years of Our Lives," is a native of Natick, Mass., and is the new national commander of AMVETS. He told the gathering that its first steps must be to clarify the mission of the committee, to reappraise the job needs of disabled veterans, most of whom are now past 40, and to give the American public a report on the program.

President's Committee Chairman Melvin J. Maas extended greetings to the group and suggested that the committee, which is a subcommittee of the President's Committee, take the position that it is starting from scratch.

Mr. Whittier reported that the VA is rapidly changing its emphasis, with more concentration on the severely disabled, the heart cases, epileptics, quadriplegics, multiple amputees, and those with long-term mental illness. The veteran over 40 can no longer bounce

back from adversity and would have a more difficult time finding jobs because of age alone.

Through modern miracles of treatment the VA is getting men out of the hospitals who have been there for the last quarter century—even longer. But once discharged, the problem is to get a job. The VA is contacting all with 100 percent physical disability or with 70 percent or more mental disability, with a view toward further rehabilitation and employment assistance.

The VA now has 10,000 veterans in mental hospitals ready and eager for discharge to civilian life, but who cannot be released by the hospitals because a job is lacking, or because community or family resistance might give the veteran a setback.

Edward L. Omohundro, Chief of the Veterans Employment Service, said that while job applications from disabled veterans declined in 1960, the number of placements increased by about 3 percent, indicating that the disabled veterans were getting their fair share of job opportunities. He said that the three biggest drawbacks to placement of disabled veterans are: (1) the veterans themselves do not know of the free placement service available to them in their communities; (2) failure of the veterans to bring proof of veteran status and disability status with them when they register for jobs; (3) as public memory of the wars fades there is growing apathy
(Continued on p. 13)

NEPH Week Travels

(Continued from p. 2)

labor, of a large new addition to the Oklahoma City Goodwill Industries plant.

The single largest employer of handicapped in Oklahoma City is Tinker Air Force Base. On September 20, civilian personnel officer, Ted Wheaton, who was also host chairman to the NRA convention, told the Texas Governor's Committee, meeting in Dallas, that some 4,000 of the employees at Tinker meet the base definition of handicapped and that this huge group has always included many of the best and safest employees at the vast Oklahoma City base.

At the Dallas meeting State Chairman Laurence Melton announced a new arrangement under which the annual meeting of the Texas Governor's Committee moves to a different Texas city each NEPH Week. Melton said the 1961 meeting will be held at San Antonio. At the luncheon, Gov. Price Daniel presented the State's "Handicapped Person of the Year" award to Alfred J. Foley, a disabled veteran from Mineral Wells. Mr. Foley, a civilian employee at Wolters Air Force Base, has promoted employment of many handicapped persons at this Federal base. Dallas Mayor A. L. Thornton told a highly interested audience of his own problems in learning to adjust to his visual and other disabilities. Mr. Burdick's talk dealt with the plans for the 1961 Southwest regional meeting and with removing roadblocks facing persons with a history of mental illness. A progress report on the Jaycees' NEPH program was given by

Ken Tuck, National Director of the Jaycees.

This was the 16th annual observance of NEPH Week, and all over the Southwest during this period there were many hundreds of NEPH activities in full swing. Such arrangements went on in nearly every Southwest crossroads community large enough for a veterans post, an employment or rehabilitation office, a civic or service club, a Junior League or other women's group, a nearby military base, or a VA hospital or a Mayor's Committee. The few activities that have been described here are only typical, and thousands more employers and others worked hard and deserve equal time and attention.

ATA Honored

(Continued from p. 7)

vin J. Maas, USMCR Ret., Chairman of the Committee for the Handicapped.

In a special report prepared by the Committee, the following statement indicates the extent of the contribution by ATA and its members:

"The response to the inquiry sent out by the American Trucking Associations was as heartening as the response of the veterans. In a very short time nearly 20 trucking companies indicated their willingness to transport the packaged limbs as their contribution to this project. Actually, not all of the offers could be accepted since the collected limbs from Detroit to San Francisco could be handled by 14 companies making pickups in 22 cities and delivering

1,427 units to the pier for loading. It is estimated that this size shipment would fill 24 large vans."

In a letter to Walter Belson, ATA Director of Public Relations, dated September 28, General Maas said:

"The Committee for the Handicapped is tremendously pleased and grateful for the magnificent work done by the American Trucking Associations and its member companies in coming through in the clutch against a hard time deadline and delivering several hundred artificial limbs to the *Hope* ship in San Francisco before it left late last week on its mission to Southeast Asia."

Mr. Edwin H. Spencer of the ATA Public Relations Department served as a working member of the special committee which planned and staffed the collection of these limbs throughout the country.

Motor carriers participating in the

Project *Hope* movement were: California Motor Express, Ltd., San Francisco, Calif.; Consolidated Freightways, Inc., Menlo Park, Calif.; Constructor's Transport Co., Montebello, Calif.; Garrett Freightlines, Inc., Pocatello, Idaho; Interstate Motor Lines, Inc., Salt Lake City, Utah; Navajo Freight Lines, Inc., Denver, Colo.; Pacific Intermountain Express, Inc., Oakland, Calif.; Red Ball Motor Freight, Inc., Dallas, Tex.; Red Star Transit Co., Inc., Detroit, Mich.; Ringsby Truck Lines, Inc., Denver, Colo.; Southern-Plaza Express, Inc., Dallas, Tex.; T.I.M.E., Inc., Lubbock, Tex.; Watson Bros. Transportation Co., Omaha, Nebr.; Western-Gillette (Western Truck Lines, Ltd.), Los Angeles, Calif.

Companies standing by to help were: Fortier Transportation Co., Fresno, Calif.; Oregon Nevada California Fast Freight, Inc., San Carlos, Calif.; and Sterling Transit Co., Montebello, Calif.

Harold Russell Heads Veterans Committee

(Continued from p. 11)

toward public responsibilities to disabled veterans.

Mr. Omohundro said that the Veterans Employment Service will be in a position to give the committee a good appraisal of the problem, because each State Employment Agency is making the following analysis of the active job applicant file on disabled veterans: (1) number in the file, (2) handicap of the veteran, (3) his occupational classification, (4) age, (5) marital status, (6) education.

After November 15, 1960, Chairman

Russell will name a subcommittee to draw up the committee's plan of action and prepare a clarification of the committee's mission. In January 1961 the committee will meet again in Washington to do further work on this plan. An attempt will be made to bridge a gap in information between the veterans posts and chapters and the local Veterans Employment Representative. The committee is working on a pamphlet telling what can be done by veterans organizations on the local level.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

Special Study Coincidences

THE FIRST PERSON to be designated as the "Handicapped American of the Year," and to receive the President's Trophy, back in 1951, George Barr of Chicago, Ill., coincidentally turns up as the first employer to send back a filled-in *Employer Reaction* form to the Bureau of Labor Standards, in its special study to ascertain the effects of different types of State Workmen's Compensation laws on the employment of qualified applicants with various physical impairments.

As President of G. Barr & Co. (manufacturing chemists), George Barr reported that out of 168 employees, 105—62.5 percent—are seriously disabled persons and were when first employed, notwithstanding which "we have a 27 percent experience-rate reduction" in the company's basic Workmen's Compensation insurance premium rate, as

compared with other employers in the same occupational group.

"This augurs well," according to Millard W. Rice, Special Consultant for the Study, "for getting worthwhile information as the result of sending out *Employer Reaction* forms to some 2,700 manufacturing plants in six States, together with a letter over the signature of the President's Committee's Chairman, Melvin J. Maas."

Incidentally, Mr. Rice, a member of the Awards Committee of the President's Committee in 1951, and now its chairman, would like our readers to send the names and addresses of other employers whose employees consist mostly of physically disabled persons—in order also to ascertain their Workmen's Compensation policy premium experience. Please send this information to the President's Committee.

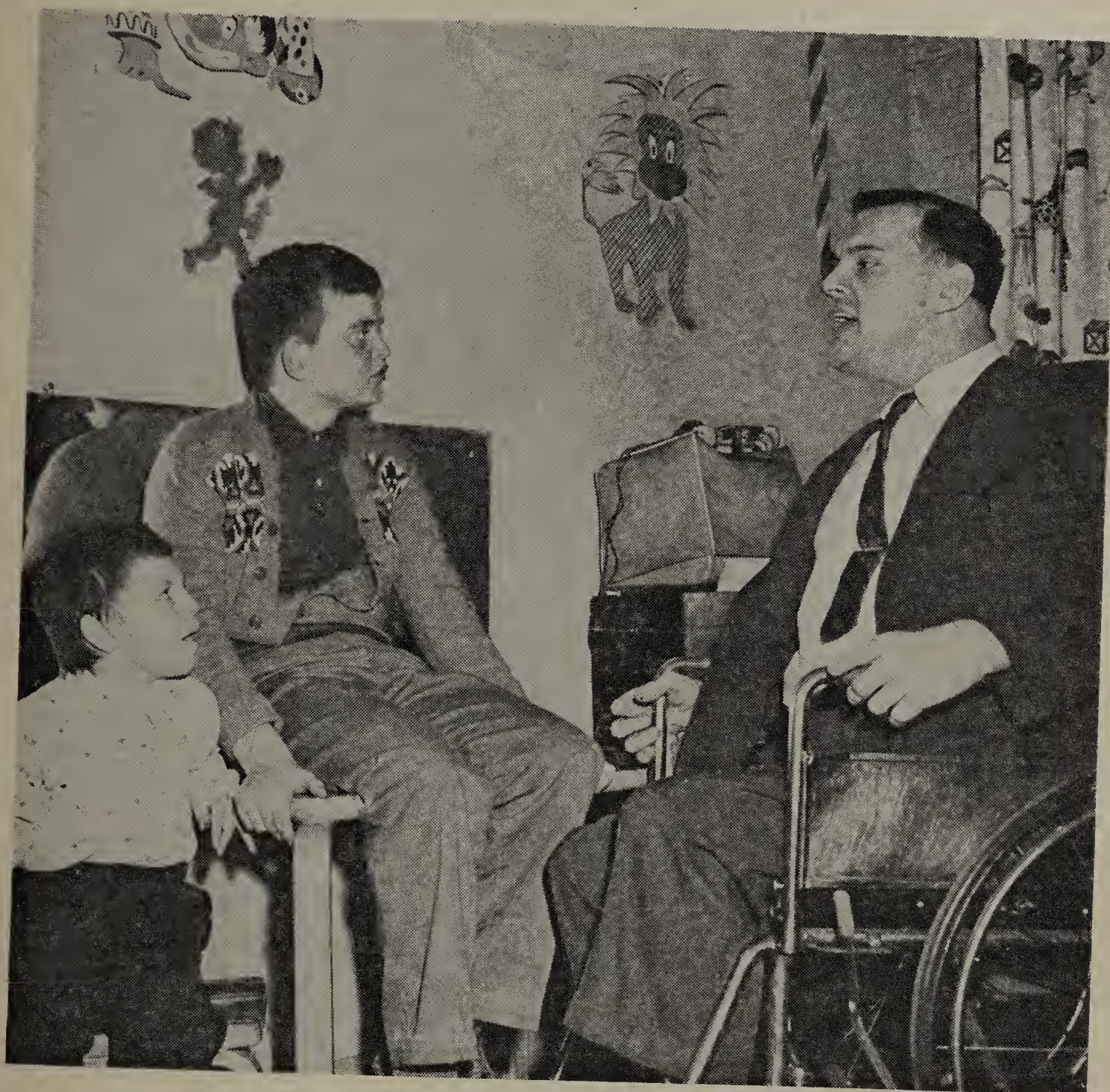
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THE STORY OF THE HANDICAPPED



*Handicapped Children Benefit From
Speech Therapist's Personal Experiences*

The President's Committee on Employment
of the Physically Handicapped

FEBRUARY 1961

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Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment
of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Earl Bunting, Gordon M. Freeman
Vice Chairmen

William P. McCahill
Executive Secretary

Vol. XI, No. 8

February 1961

Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

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Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Civil and Defense Mobilization, and the Administrator of the General Services Administration.

Use of funds for printing this publication has been approved
by the Director of the Bureau of the Budget, June 11, 1959

Speech Therapist Could Scarcely Talk 8 Years Ago

By ALVIN KING

CLINTON HILLIARD is something of a paradox. Although he is confined to a wheelchair because of cerebral palsy and could hardly talk until 8 years ago, he is employed as a speech therapist in the rehabilitation clinic conducted by United Cerebral Palsy of Middlesex County in Perth Amboy, N.J.

On the job since last July, Mr. Hilliard's unique story is one of triumph over adversity and faith that he could, and would succeed.

A graduate of Muhlenberg College in Allentown, Pa., he received his Master's Degree in speech from the University of Alabama. That was in 1956, and his quest for work began.

Although he drove his own especially-equipped car, lived independently, and had gained some experience as a speech therapist while a graduate assistant at the University's preschool cerebral palsy clinic, and in spite of the fact that there was an acute shortage of speech therapists, Mr. Hilliard filed 150 applications for jobs before he was hired to set up and conduct two speech therapy programs in Scranton, Pa.

He experienced the same difficulty when he left Scranton a year later to live in the South. Many praised his courage and ability but were unwilling to employ him. Mr. Hilliard returned North, and after applying for 150 more

jobs, he finally obtained a position in Utica, N.Y.

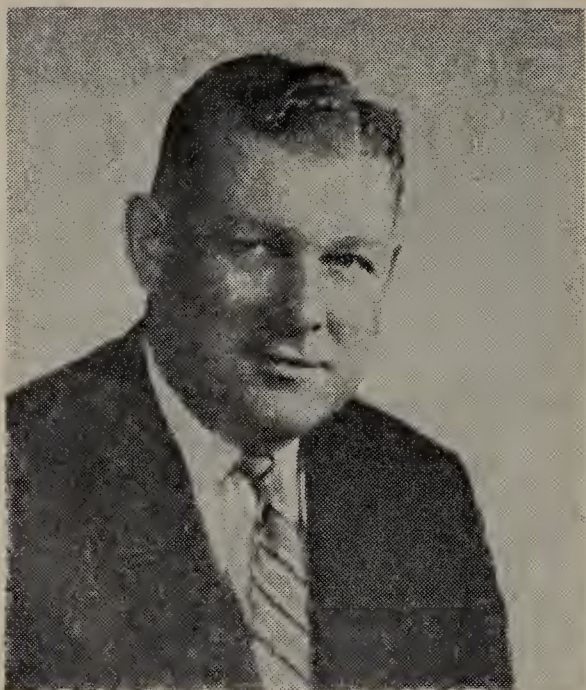
After a year in Utica, he joined the staff of UCP of Middlesex County. Executives there admit his application was given careful scrutiny before he came for a personal interview. When he was employed on a 3 months' trial period, he was warned not to be too disappointed if it didn't work out.

Today, Mr. Hilliard is considered a valued member of the staff. He "draws" children out. He is tender and loving with them, and they respond. (See cover photo.) Teen-agers come to him with their problems and he is a constant source of inspiration.

Mr. Hilliard is at the clinic 5 days a week and drives to and from the clinic. He is now 33 years old and recently got married.

Mr. Hilliard has lived up to a prediction made by one of his professors, who said, in a letter of recommendation: "He is a remarkably fine human being with a brilliant mind and a determination to grow. You will see as time goes on that here is a human being with fine endowment who will make an excellent contribution to the lives he touches."

The 30 youngsters who eagerly gather around him every week are proof of that!



In Memoriam

Willis C. Gorthy

THE President's Committee has lost one of its dearest friends.

Willis C. Gorthy, Director of the Institute for the Crippled and Disabled, New York City, and for years a strong supporter of the national hire-the-handicapped program, died December 4, at his home in Scarsdale, N.Y., after a short illness. He was 52 years old.

He was proud that students at the Institute each year supplied the Committee with the President's Trophy for the Handicapped American of the Year. Mr. Gorthy also performed many special services and was always ready with advice and counsel. Biennially, he arranged for Institute students to bind PERFORMANCE into handsome morocco and gold volumes.

He was a faithful member of the Executive Committee and rarely missed a meeting.

Through his work at the Institute, Mr. Gorthy developed, during his short life span, an international reputation in the field of rehabilitation. He was very active in the recent Eighth World Congress of the International Society for the Rehabilitation of the Disabled held in New York in August 1960, and

was host at the Institute during the meeting to visitors from over 50 Nations.

He was noted for his development of efficient management procedures which made possible full rehabilitation services to disabled persons. He was also an expert in the processing of seriously injured veterans and, early in his career, developed techniques which speeded their return to lives of usefulness and productivity.

He majored in engineering and was a graduate of Cornell University.

In addition to his work with the President's Committee, he also served on the Orthopedic Advisory Committee to the New York City Department of Health. At the time of his death he was President of the Conference of Rehabilitation Centers and Facilities.

"Every member of the President's Committee is shocked and saddened by the untimely death of Willis Gorthy," said General Maas. "He was a man who was sincerely fond of his fellow man, a dedicated worker in the field of rehabilitation of the disabled and, most of all, a man with a heart, and a staunch friend."

USIA HONORS GENERAL MAAS

General Maas (left) receives USIA's Distinguished Service Citation from Ambassador George V. Allen. The General's son, Joe, is a proud observer.



AMBASSADOR George V. Allen, retiring Director of the United States Information Agency, recently presented Melvin J. Maas, Chairman, President's Committee, and Chairman, People to People Committee for the Handicapped, USIA's Distinguished Service Citation for "outstanding leadership."

Mr. Allen said that "war is still a great threat" to the free world but added "if there is a new gleam of hope on the horizon, I think it is in the People-to-People Program."

In a letter accompanying the citation, which he read, Mr. Allen said: "Under your able and inspired guidance, the Committee for the Handicapped has been for over 4 years an active supporter of this agency's program and its overseas objectives through the People-to-People Program."

"Through the efforts of your Committee," Mr. Allen added, "the story of the concern of the American public for

rehabilitation and employment of the handicapped is widely known abroad. This story is one that is in the best American tradition and also in the true concept of People-to-People."

Among the projects the Committee has undertaken are publication and distribution overseas of a directory of organizations working with the handicapped in the United States, the collection of 4,000 used prosthetic devices which will be used overseas, and the production and distribution of films on the handicapped to be shown abroad and at international meetings.

General Maas was appointed Chairman of the Committee for the Handicapped by President Eisenhower in 1956 and elected chairman at the November meeting of the Committee. Mr. William P. McCahill, Executive Secretary of the President's Committee, and John DeChant, a Washington Public Relations Counselor, were elected Vice Chairmen.

VA TV-Radio Chief Joins President's Committee Staff

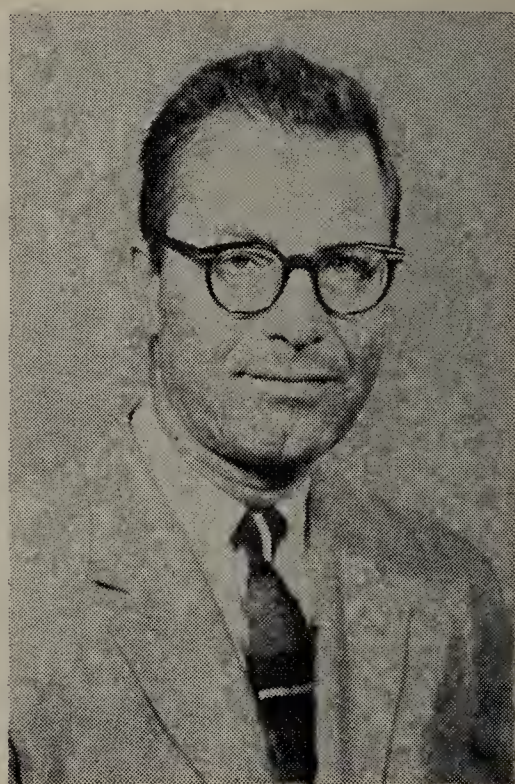
BERNARD POSNER, Assistant Director of Information of the Veterans Administration, has been appointed to the staff of the President's Committee. He will serve as an Assistant Executive Secretary and Special Assistant to the Chairman.

Mr. Posner assumed his new post December 5, and will be primarily concerned with development of a program to promote employment of mentally restored and mentally retarded persons. The Executive Committee of the President's Committee has voted that steps be taken to aid such people to gain employment.

Mr. Posner has contributed much of his time to the President's Committee's programs by planning and handling much of the Committee's radio-TV activities. He has also assisted in many other promotional programs of the President's Committee.

Born in Cincinnati, Ohio, in 1916, Mr. Posner was educated in the Cincinnati Public Schools. He attended the University of Cincinnati, graduating with an AB degree in 1938. His first post-college job was on the staff of The Advertiser, an advertising trade journal. Here he rose to managing editor. After 3 years, he joined Schenley Distilleries, Inc., as editor of its company magazine.

From 1942 to 1946, Mr. Posner served with the Army Air Force in the Office of Flying Safety as a magazine editor. When he was discharged in 1946 with the rank of Captain, Mr. Posner went to work for the VA in its



Bernard Posner

Information Service. In 1950 he was placed in charge of the agency's extensive radio and television activities.

Although busy, Mr. Posner found time to earn a Master's Degree in Communications from the American University in Washington, D.C. As a result, for the past 2 years he has been teaching courses in Publicity Writing and Promotional Campaigns in the University's evening division. Mr. Posner is married and the father of a son, Paul, 14, and a daughter Deborah, 3. They live at 9706 Armistead Road, Silver Spring, Md.

Committee Film To Be Shown In Warner Brothers Theatres

MELVIN J. MAAS, Chairman of the President's Committee (left), is shown with Bernard Goodman, Vice President of Warner Brothers Distributing Corp., who is holding a print of the President's Committee film, "Employees Only." At a recent meeting, it was arranged for Warner Brothers to have a 7-minute film distributed as a public service through National Film Service.

Circuits which have expressed a desire and willingness to play the vitally important short subject include the Stanley Warner Corp., RKO, United-Paramount and Pacific Drive-Ins.

The first booking of the film, which shows qualified handicapped persons at work at the Hughes Aircraft Co. plant in Culver City, Calif., was January 4 on the RKO circuit in New York.

Hughes Aircraft is the producer of "Employees Only," and television-



screen actor Robert Cummings is the narrator. The film was the runner-up in the 1959 Academy Award documentary films division. It was designed to increase the rate of employment of physically handicapped persons.

in 1934, he went back to school—to the University of Pittsburgh—and while earning a Master's Degree held a full-time job. He received his degree in 1937.

Mr. Wilkenson went to work for the Army in 1940 as Assistant Director of Training in Pittsburgh. He went up the ladder serving as Deputy Director and then Director of Safety for the U.S. Army in the Pacific and Director of Safety for the U.S. Army in the Far East. He was named to his present post in 1955.

As a career worker in safety, Mr. Wilkenson has served as an official and member of many organizations and boards in and out of government which have promoted safety. Included are the Federal Safety Council and the National Safety Council. He urges that more qualified people enter the safety promotion and education field because of the increased tempo of accident prevention and the shortage of safety engineers. But he says: "Let's have more safety engineers by design—not by accident."

Retiring Florida Governor Takes Office As NAB President

GOV. LEROY COLLINS of Florida, who became President of the National Association of Broadcasters in January, has pledged the continuing cooperation of his organization to the President's Committee.

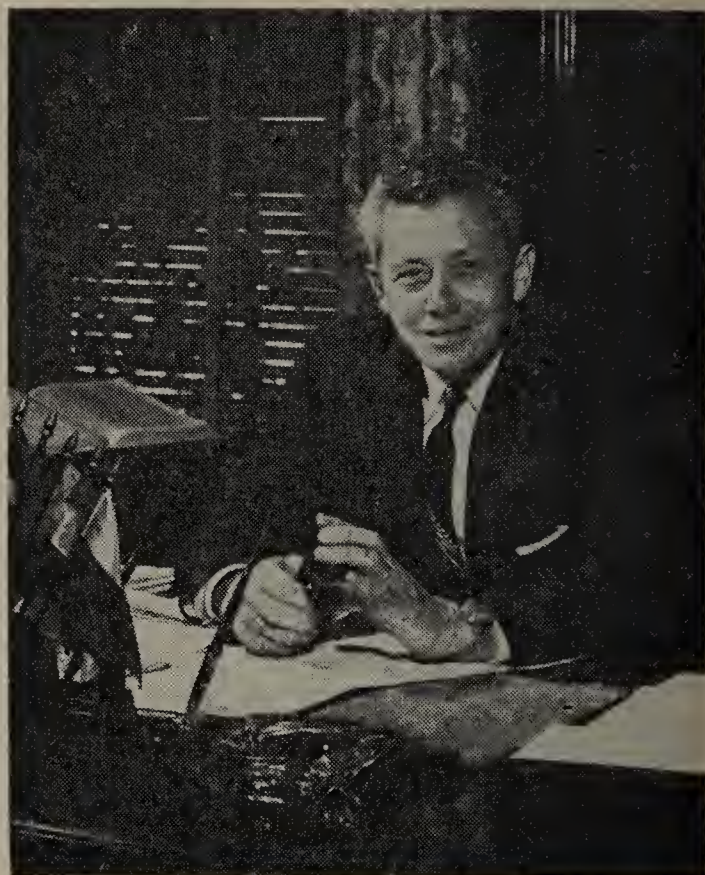
In a letter to Maj. Gen. Melvin J. Maas, USMCR Ret., Chairman of the President's Committee, he said that he looked forward to the opportunity to work with the Committee in broadcasting the hire-the-handicapped message to the Nation.

Governor Collins succeeds Harold E. Fellows, who died March 8, 1960. During the last years of his life, Mr. Fellows was a strong advocate of the program to provide greater job opportunity for physically impaired workers.

In 1955, President Eisenhower asked the NAB to "lend its prestige and influence in encouraging employment of physically impaired workers throughout the Nation." The Board of Directors of NAB unanimously voted to support the program.

As a result of NAB's leadership, the broadcasting industry has devoted thousands of free air time hours to the message, for which they would have charged millions of dollars to commercial sponsors.

Additional support is being given by



Gov. LeRoy Collins

NAB through its Vice President for Industry Affairs, Howard Bell, who is the new chairman of the TV Radio Committee of the President's Committee. Mr. Bell brings a wide background and experience in broadcasting to the activities of his committee.

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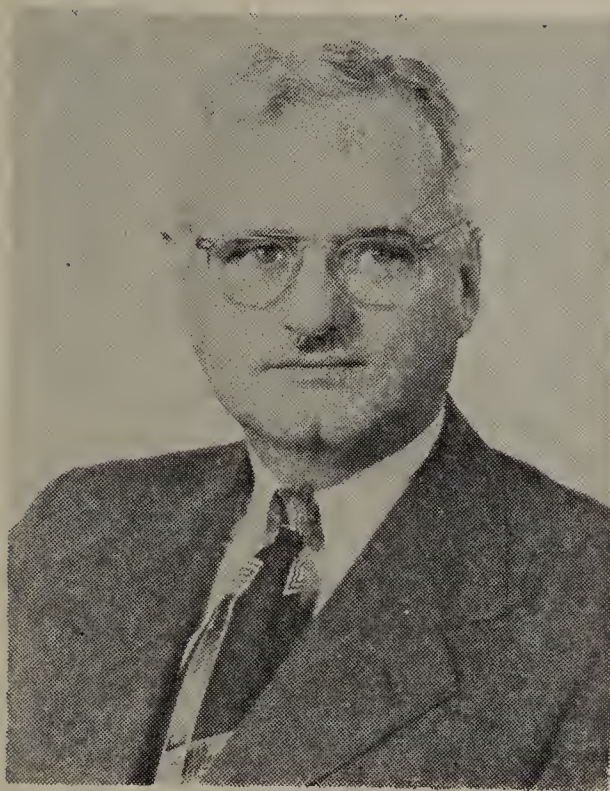
State Department Commends Banta for Visit to Canada

K. VERNON BANTA, Deputy Executive Secretary of the President's Committee, participated in a meeting of the Newfoundland Rehabilitation Council at St. John's, October 19, and ably represented the President's Committee.

In his address before the evening banquet, Mr. Banta gave a detailed explanation of the work of the President's Committee, pointing out the consistent support of the President and the continuing cooperation of industry and labor in a program which has created a new and favorable climate of opinion toward hiring the handicapped.

Mr. Banta's address was broadcast by the Canadian Broadcasting Network. So impressed was William H. Christensen, United States Consul General, that he made a special report to the State Department in Washington of the event.

Delmar R. Carlson, Officer in Charge of Canadian Affairs of the Department of State, wrote a letter to Mr. Banta expressing the appreciation of the Department of State, "for your contribu-



K. Vernon Banta

tion to the furtherance of good relations with the government and people of Newfoundland."

At the Annual Meeting of the President's Committee held in Washington, D.C., in May 1960, W. H. Davis, Provincial Coordinator of Rehabilitation for the Province of Newfoundland, presented General Maas with an elaborately framed color photograph of the "M. V. Christmas Seal", hospital ship fitted out as an X-ray and rehabilitation clinic which was presented to Newfoundland by the United States some years ago. The ship has for several years made regular stops at the many ports along Newfoundland's long shore line and provided treatment for thousands of Canadian citizens. In a sense, Mr. Banta's trip to Newfoundland was to return the courtesy of Mr. Davis' visit.



National Society for
Crippled Children and Adults
2023 W. Ogden Ave.
Chicago 12, Ill.

Blindness No Handicap To Shreveport Doctor

DR. GORDON W. SLEMONS has been a practicing physician for more than 30 years. What's extraordinary about that? Consider the fact that the good doctor has been totally blind since he was five.

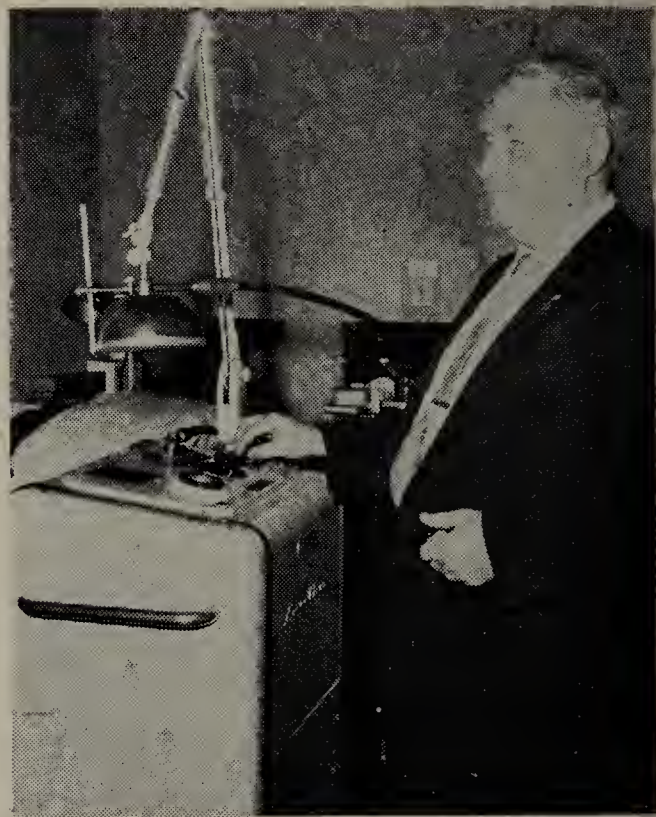
Making a whip with a pocket knife, his hand accidentally slipped and the knife blade put out his right eye. Iritis set in and affected the other eye. After a period of 2 years, vision was lost completely.

The story of how this blind boy struggled through school, even graduating from college to become an osteopathic physician, should be an inspiration to many a fortunate but discouraged young man who thinks he has a rough go of it.

Shortly after losing his sight, he entered the Arkansas State School for the Blind at Little Rock. While in high school there, he trained in auto mechanics during his spare time, hoping to become a mechanic. Graduating from high school in 1922, he received, in addition to his high school diploma, a certificate as a piano tuner.

He worked in Tulsa, Okla., as a piano tuner until the summer of 1924. During this time, he attended night school, taking subjects applicable toward a pre-medical course with a B.A. degree in mind.

Later he opened his own auto repair shop and worked as a mechanic for about a year and a half. "I was doing all right too, until someone took all my



Dr. Gordon W. Slemons

tools and burned my shop to the ground," laughed Dr. Slemons.

During the summer of 1923, young Slemons developed acute bronchitis. "I was up in my room, with a temperature above 103 and feeling generally miserable," he recalls. A friend came by to see how he was getting along and seeing he was ill, suggested Slemons see his doctor.

"This was my first experience with an osteopathic physician," Dr. Slemons reminisced. "This first visit made so much difference in my feelings, it amazed me. Never had anything in my life done me so much good in such a short time.

"I decided that if he could do so much for people that I could do equally well. I made up my mind to study to become a doctor," he added.

In the autumn of 1924, he entered

the Kirksville College of Osteopathy and Surgery, at Kirksville, Mo.

During his junior year at Kirksville, he met Helen Ward, a registered nurse who was on private duty at one of the hospitals in Kirksville. The two were married in 1928.

After graduation, Dr. Slemons and his bride moved to St. Joseph, La., in Tensas parish, where he set up his practice. "I waded into the depression with both arms open and an empty suitcase," he said.

Because his mother had heart difficulty, Dr. Slemons and his wife moved to Shreveport after spending 2 years in St. Joseph. He has been in active practice there since 1931.

"For 3 or 4 years, we barely existed," said Dr. Slemons recalling his experiences during the great depression. "We would borrow money to buy food, and pay it back, and then borrow again. That's how we survived."

Calling to mind one of his patients who thought he was really hard up, Dr. Slemons said: "This man had only \$30,000 in his pocket and was moaning because he was down so low. I assured him things could be worse. I had only \$3 to my name at the time." Things began picking up in 1936. His wife, being a registered nurse, has been a great help to him in his practice.

Dr. Slemons, speaking of hobbies, said: "I practically grew up in the gymnasium doing gymnastics, weightlifting, and wrestling." He also enjoys swimming, fishing, boating, and working with tools. He has a well equipped shop in his garage; however, due to his busy practice he has hardly been inside it for the past 2 years.

Dr. Slemons is president of the Louisiana Federation of the Blind.

The Slemons have a married daughter and three grandchildren living in San Pablo, Calif.

Sonnet For Hiring The Handicapped

EDITOR'S NOTE: The poem printed below is the creation of Donald McLagan, a recent graduate of a Manchester (Conn.) high school. Its maturity of thought and depth of feeling seems remarkable in such a young man. Donald entered Trinity College in Hartford this Fall.

Invincible

BY DONALD McLAGAN

Because my feet and legs are like a pole,

Is my intelligence less active than
Another who has corporal control?

Why then must I be less a thinking
man?

I have the quality of peace of mind
And though my body's bent, it is not
broke.

A spirit strong supports my feeble
spine—

A greater will to work than other
folk.

Almighty God has made my body bent;
But He has given me a soul to ease,
And a mind to conquer trails he has
sent.

He guides my wheels across the
troubled seas.

My eager heart implores with every
beat—

Employer—be a lamp unto my feet.

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Blind Announcer Uses Special Device



BLIND radio announcer Dennis Hall of Radio Station KID in Idaho Falls, Idaho, holds a full-time job at the microphone with the help of a special device in front of his right hand which indicates to him, by means of audible "clicks," the audio level which ordinarily has to be read from the dial. The special equipment was devised by a KID engineer in Idaho Falls.

Local NEPH Committee Chairman Gordon Nelson, who heads the General Beverage Co., told the Idaho Falls Rotary and the Governor's Committee about Hall's lifelong desire to be an an-

nouncer. "When he applied for the job, they gave him a kind of brushoff by telling him he'd have to take an announcer's exam. Later the station authorities admitted they originally considered his job objective of radio announcing to be entirely unrealistic. But to their surprise he passed the test and today, with only his braille notes, is doing the job as a full-time employee," Nelson reported. Hall also made his debut on television as an announcer to help spotlight 1959 NEPH Week observance in the Idaho Falls area.

**PRESIDENT'S COMMITTEE ANNUAL MEETING
APRIL 27 AND 28, 1961**

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THE STORY OF THE HANDICAPPED



Cited by President.

The President's Committee on Employment
of the Physically Handicapped

MARCH 1961

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Vol. XI, No. 9

March 1961

Russell R. McGuire, *Editor*

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Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Civil and Defense Mobilization, and the Administrator of the General Services Administration.

Use of funds for printing this publication has been approved
by the Director of the Bureau of the Budget, June 11, 1959

President's Committee Annual Meeting

To salute 50th anniversary of Workmen's Compensation legislation

A SALUTE to the 50th anniversary of the first Workmen's Compensation Law to be declared constitutional will be one of the major features of the 1961 Annual Meeting of the President's Committee, April 27-28, in the Departmental Auditorium in Washington, D.C.

Wisconsin had the first such law which was declared constitutional in 1911 and is observing the 50th anniversary this year. It is also one of 45 States having second injury legislation which is intended to encourage employment of the handicapped.

In honor of this occasion, Gov. Gaylord A. Nelson of Wisconsin, will address the meeting on the 28th, and his talk will be followed by a new 13½-minute film showing the importance of vocational rehabilitation as a factor in workmen's compensation. The film is being produced as a public service for the President's Committee by Employers Mutuals of Wausau, Wis.

A portion of the program on the afternoon of the first day will be devoted to a panel discussion on Employment of the Mentally Restored, with talks by experts, questions from the audience and, perhaps, a film on the mentally handicapped.

This will be the first time the President's Committee will have placed emphasis on utilization of the mentally handicapped through a panel presentation at an Annual Meeting.

The meeting opens on the morning of the 27th with registration, a concert

by one of the Armed Forces bands stationed in the Washington area, presentation of the colors, playing of the National Anthem, the invocation and the Roll Call of States.

Hall Popham, President of the International Society for the Welfare of the Disabled, will be the keynote speaker.

Plans are being made for a dramatic presentation highlighting the career of the "Handicapped American of the Year," who will receive the President's Trophy for having "surmounted his own handicap to become a useful American citizen and who has helped encourage, inspire or facilitate the employment of other handicapped Americans."

For the second year in a row, the AFL-CIO and its State Federations will award an all-expense trip to Washington to all first-place State Essay Contest winners, except the five National winners, in order that they may attend the meeting. The expenses of the five National winners plus their \$2,000 in prizes are provided by the Disabled American Veterans.

The \$1,000 first prize is known as the Judge Robert S. Marx Award, in honor of the late Cincinnati attorney who was the first National Commander of the DAV.

Plans are also being made to have a top flight handicapped entertainer perform on the first day when the meeting reconvenes after lunch.

On the second day, following the ob-

servance of the 50th anniversary of the first Workmen's Compensation Law, the group will hear addresses from management and labor spokesmen and a panel on how employers' interest in the hire-the-handicapped program can be translated into action.

The closing feature will be the International Luncheon at the Willard Hotel. Guest speaker will be Dr. Kenneth McFarland, Educational Consult-

ant and Lecturer for General Motors.

Dr. McFarland has experience as a teacher, businessman, farmer, stock raiser, industrial advisor, and human relations counselor. He has been named this country's "Number One Speaker" by the Chamber of Commerce of the United States and has also been described as "the teacher who makes the whole continent his personal classroom."

NEPH Week Radio-TV Broadcasts Heard and Seen By Millions

DESPITE the fact that the national election materially depleted the public service time given organizations by the broadcasting industry, the coverage and use of the 1960 National Employ the Physically Handicapped Week message was only slightly less than those produced for NEPH Week in 1959.

This was indicated in the annual report of the Veterans Administration Information Service, which prepares the NEPH Week and other monthly spot announcements used by the broadcasting industry, for the President's Committee. The report stated:

"Radio and television coverage during NEPH Week, 1960, was somewhat below last year's level. The reason, of course, was the national election which cut seriously into the public service time for all organizations.

"Yet, a hopeful trend has developed not reflected by the statistics," the report continued. "Radio and TV stations have notified us that they intend to give all-out support to the hire-the-handicapped campaign during the post

election period. . . . In the long run, therefore, this year's impact should be greater than in past years."

Here is what was accomplished during NEPH Week, 1960:

A total of 156,770 different radio and television broadcasts devoted to NEPH Week, including spot announcements, 1960, compared with 162,000 in 1959.

A total of \$2,075,000 worth of radio and television time donated to the campaign compared with \$2,295,000 in 1959.

There were 162,500,000 listener and viewer impressions during NEPH Week, 1960, compared with 169,400,000 listener and viewer impressions during the 1959 observance.

The Veterans Administration noted that, for the 10th consecutive year, Allied Record Manufacturing Co., of Hollywood, Calif., which produces recordings of the announcements made by prominent stars who give their services without cost to the Government, provided free platters, increasing the number donated from 500 last year to 750 in 1960.

President's Committee Chairman Showered With Honors

HONORS showered down on Maj. Gen. Melvin J. Maas, Chairman of the President's Committee, during the late days of January 1961.

On January 17, while in the Naval Medical Center, Bethesda, Md., for a checkup, he received a Presidential Citation signed by President Eisenhower, noting his major contribution to the cause of handicapped workers. (See cover photo.)

The following day General Maas was presented with the Department of Defense Distinguished Public Service Medal in recognition of his contribution to national defense.

The Presidential Citation was presented by Gerald D. Morgan, former Deputy Assistant to President Eisenhower, in the presence of the General's family. The citation read:

"Major General Melvin Joseph Maas (U.S. Marine Corps, Retired), has served the people of the United States in peace and war with vigor, ability and devotion.

"As a Congressman, as a Marine in both World Wars, as Chairman of the President's Committee on Employment of the Physically Handicapped, Melvin Maas has become an example of inspired citizenship to all Americans.

"Total blindness and diverse physical afflictions have not been able to stop him in his prosecution of good works. He is a symbol of the proud motto of the handicapped: 'It's ability, not disability, that counts.' In him the physically handicapped have a brave and effective champion.

"For his life-long dedication to the service of the American people; for his outstanding leadership of the President's Committee on Employment of the Physically Handicapped; and for his courage in action over and beyond the call of duty, it is most fitting that Melvin Maas receive the grateful recognition of his countrymen."

The Defense Medal was presented by Stephen S. Jackson, Deputy Assistant Secretary of Defense for Manpower, Personnel and Reserve. Also representing the Defense Department was Leon Wheelless, Special Assistant for Civilian Manpower. The Defense Department Citation, signed by former Secretary Thomas S. Gates, Jr., read as follows:

"To Melvin J. Maas, Major General, USMCR (Retired) for his outstanding contributions to the national defense from 1954 to 1960. His dynamic leadership and personal example have helped to achieve equality of opportunity in employment for the handicapped and thereby contributed greatly to the economic and military strength of the United States. His selfless dedication to and dynamic interest in constructively influencing public and employer attitude toward the physically handicapped have greatly contributed to the manpower resources available for the Department of Defense. For these and his many other services in the interest of his country, I am pleased to award to him the Department of Defense Distinguished Public Service Medal."

Accident and Health Insurance Firm Goes Into Client Placement

MUTUAL OF OMAHA, the first nonworkmen's compensation insurance company to provide rehabilitation services for its clients, has decided



Roger L. McGargill

to go into placement of those rehabilitated policy holders who must change different lines of work.

The object of the new program is to use the 134 general agencies and service offices of the firm as placement centers. For the present, clients will be placed within the agencies and offices wherever possible. The long range aim is to staff their agencies and offices with persons trained in the techniques of selective placement designed to place these people in jobs commensurate with their skills and abilities. Such efforts will be coordinated with

State rehabilitation and employment services.

This plan was adopted by the Board of Directors of Mutual at a recent meeting on recommendation of its Rehabilitation Committee. The recommendation was presented by Melvin J. Maas, Chairman of the President's Committee and Chairman of the Rehabilitation Committee of the insurance company's Board of Directors.

Directing the new program will be Roger L. McGargill, First Vice President and Director of Rehabilitation of Mutual. A native of Imogene, Iowa, he graduated from Creighton University's Law School in 1934.

Mr. McGargill joined Mutual in 1942 in the Claims Department. He was appointed Director of Rehabilitation in 1957, and Assistant Secretary in 1959. In December of last year Mr. McGargill was elevated to his present post. He is a member of the Nebraska Bar Association.

In the past, Mutual has done much to assist in promoting jobs for qualified physically handicapped workers among its clients and the general public.

Last year, as a public service, Mutual produced a 29-minute black and white film for the President's Committee titled "The Biggest Bridge in Action." The firm has also been absorbing the cost of many rehabilitation services which some of its clients who become handicapped receive.

More Tools Needed To Help Handicapped Workers Increase Productivity

IF THIS NATION is to get the most out of its manpower, more attention must be paid to providing better tools to make handicapped workers more productive.

This point was made by John W. Greve, editor of "The Tool Engineer" in a recent issue of that magazine. He pointed out: "No reward is more satisfying than the knowledge of having performed a service for one's fellow man. This is especially true in industry when a physically handicapped worker is made more productive through tooling engineered to meet his needs."

He stated that everyone has some sort of limitation and that regardless of what it is, it is deserving of attention and added:

"Recently workers with temporary or permanent physical disabilities have received much deserved attention. This attention, however, has been concentrated on isolated and outstanding cases of achievement. Increasing the productivity of the handicapped has not been thought of nor treated as an industrial problem. Much lip service has been given to the problem, but little else is being done."

Mr. Greve took note of thinking among some rehabilitation specialists that employers are more apt to hire a handicapped person in instances when that person competes on his ability alone, but he added:

"It seems, however, like a double penalty—the handicap and the lack of tools. Tools, in the ideal sense should be made to aid the worker and minimize his limitations. What is an aid to a normal worker may be useless to a physically handicapped worker."

"At present," he added, "24 million people in this country have physical handicaps of some kind. Last year work accidents alone accounted for 2 million injuries of varying degree. What proportion resulted from faulty equipment or inadequate tooling is not known. It is the tool engineer's responsibility, however, to furnish tools with which the worker cannot be injured."

Mr. Greve called for tools which give a handicapped person physical assistance, tools which aid or accelerate healing of injuries, efficient and aesthetic prosthetic devices for amputees and tools to help physicians improve surgical techniques.

Calling for "fail-safe features" in the new tools, Mr. Greve said: "There is no question but that the future will require more productivity from more and more workers. This will be true in spite of the present trends toward more and more automation. The economic use of handicapped workers may well be a contributing factor in our race for survival and in holding or recapturing world markets."

Hot Springs Site Of Arkansas Regional Meet

GOV. ORVAL FAUBUS, of Arkansas will be host to a five-State regional meeting on employment of the handicapped in Hot Springs, Thursday and Friday, April 13-14, 1961, and will be the principal speaker at the employer luncheon that will highlight the Friday session.

Most of Thursday will be given over to meetings of the National Rehabilitation Association with the Friday program devoted principally to the regional meeting of the President's Committee. Several of the sessions will be joint meetings. Full attendance by both groups is expected at the banquet Friday night, the opening session Friday morning, and at the employer luncheon Friday noon. At a few sessions, the NRA and President's Committee will be conducting separate meetings.

With capacity attendance expected at three joint meetings, early reservations are recommended. Names of persons from each State to receive invitations should be sent to Mr. Elmer Fiddler, Secretary, Arkansas Governor's Committee on EPH, P.O. Box 2981, Little Rock, Arkansas.

State Chairman Strauss initially announced the Hot Springs Regional Meeting on television and stressed the fact that the facilities of a large Army Hospital in Hot Springs, recently acquired by the State Department of Vocational Rehabilitation, would be an important point of interest for the Hot Springs delegates.

Participating are Arkansas, Louisi-

ana, Oklahoma, New Mexico, and Texas. Helping to develop the joint arrangements have been Arkansas' State Chairman Sam Strauss, Jr.; Don Russell, Director of Vocational Rehabilitation; Elmer Fiddler, Secretary of Governor's Committee; Edward Fultz, past secretary and J. O. Murphy, Region VII, NRA. Barney D. Harris, Manager of the Hot Springs local employment office, is chairman of local arrangements.

Mr. Russell held his initial NRA planning session at the new Rehabilitation Center with attendance by the following State Directors of Vocational Rehabilitation: S. W. Hendrix, Louisiana; J. J. Brown, Texas; Voyle Scurlock, Oklahoma; and Auld F. Darr, New Mexico.

A preliminary planning session was attended by Governors' Committee secretaries November 15 in Washington who met with Larry Burdick, national coordinator. On hand were: Julian Romero, New Mexico; Don Davis, Oklahoma; John Whitaker, Texas; and Francis "Ike" Armstrong, Louisiana.

U.S. Senator John L. McClellan will be the Banquet speaker on Friday night. Other Friday headliners will include A. W. Ford, Commissioner of Education; State Representative Ray S. Smith, Jr.; Marvin Melton, President of the Arkansas State Chamber of Commerce; J. L. Bland, Administrator of the Arkansas Employment Security Agency; and Tracy C. Murrell, Re-

(Continued on next page)

Panel on Employment of Mentally Handicapped To Highlight Mid-West Regional Meeting

A PANEL on the mentally handicapped—a major “first” for the President’s Committee—will highlight a seven-State regional meeting to be held in Louisville’s Kentucky Hotel on Thursday and Friday, March 16–17.

States participating are Kentucky, Indiana, Ohio, Illinois, Michigan, Minnesota, and Wisconsin.

This will be the first regional meeting panel discussion of job problems of the mentally restored and the mentally retarded since the President’s Committee voted to take promotion of jobs for the mentally handicapped under its wing last May.

A second panel, made up of three of the area’s leading employment officials, will discuss the matter of personnel policies and how policies can best be translated into day-in-day-out hiring practices.

The panel on the mentally handicapped will be moderated by Rudyard Propst, Chief of Rehabilitation Services of the Illinois Division of Mental Health in Chicago. Other panelists are Dr. Theodore Ginsberg, Director of Mental Health for the State of Indiana, and Judson Perkins, Director of

Public Relations for the General Telephone Co. of Muskegon, Mich.

The personnel policies panel will be headed by Frank G. Armstrong, Vice President in charge of Industrial Relations for the Burroughs Corp. in Detroit. The other panel members include Dr. Gradie Rowntree, Medical Director of the Fawcett-Dearing Printing Co. in Louisville, and W. M. Drake, Manager of the General Electric Co.’s Cincinnati Aircraft Service Shop.

Other outstanding features of the 2-day meeting include a Governor’s awards luncheon; reception; addresses by the Chairman of the President’s Committee; Bruce Kennedy, Commissioner of the Kentucky Department of Economic Development; and others; and a guided tour through the huge Fawcett-Dearing Printing Co. which publishes a number of leading national magazines.

Presiding at the meeting will be O. L. Burkeen, Chairman of the Governor’s Committee in Kentucky. General Chairman of the regional meeting is Robert M. Barnes, Executive Secretary of the Governor’s Committee.

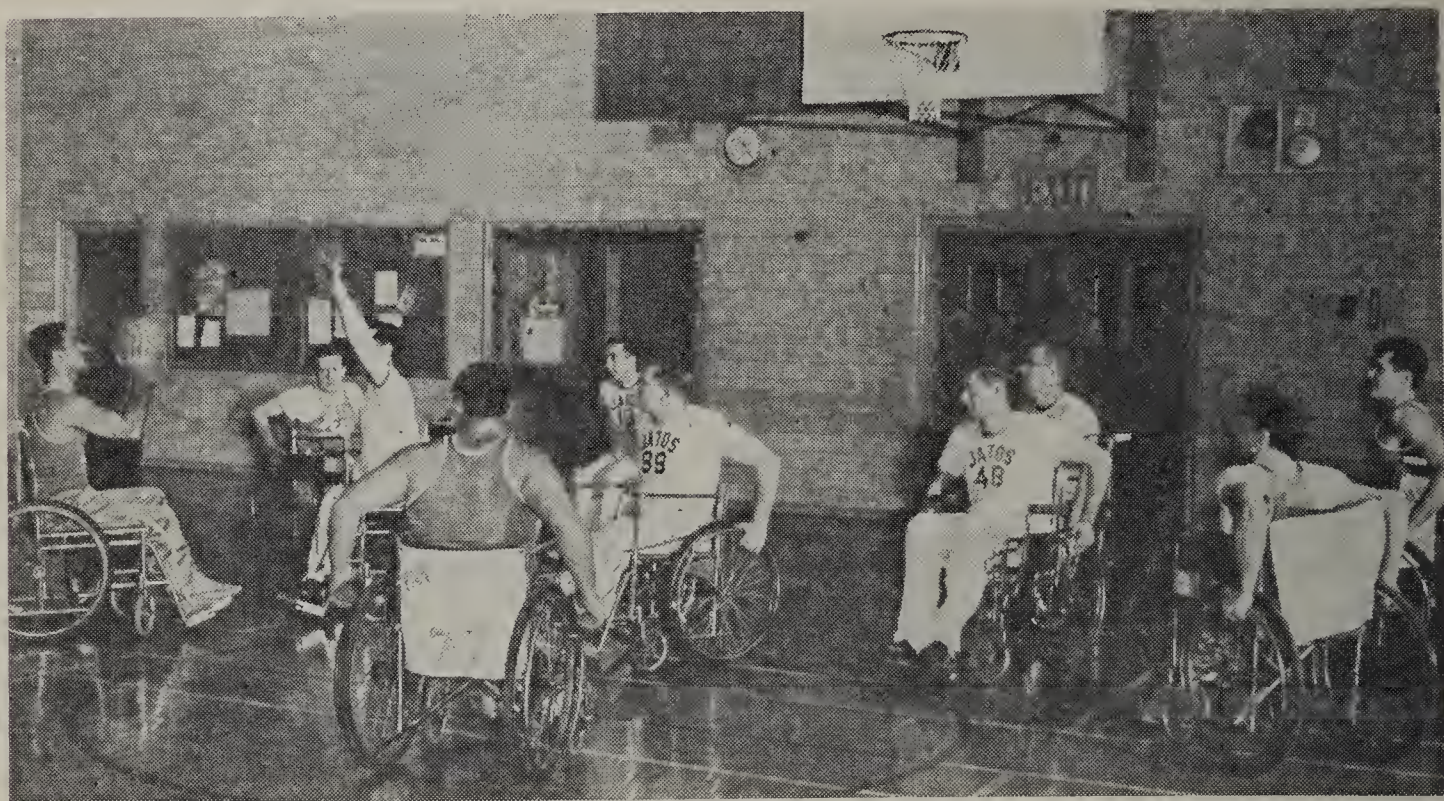
Hot Springs (Continued)

gional Director, Bureau of Employment Security.

Much of Friday will be given over to workshop sessions with the Chairman of the Governor’s Committee in each of

the four participating States leading the sessions. Presiding over the workshop sessions summaries will be Thomas R. Greening, formerly of the President’s Committee staff.

Handicapped Airline Employees Get Superior Ratings



Members of Pan Am Jets sharpen their skills in weekly practice session. For practice and exhibition purposes, the team splits into two squads—the Jets and the Jatos.

IN THE Accounting Department of Pan American World Airways in Queens, N.Y., some 20 young men sit at their desks, graded by management as superior employees with above-average attendance records.

Beside their desks are crutches and wheelchairs, but that doesn't mean that these physically handicapped employees are doomed to strictly sedentary lives. In fact, they're all championship athletes—members of Pan American's world championship Wheelchair Basketball team.

These, the members of Pan Am's Wheelchair Jets, lead fast-paced, exciting lives. They have been to such

places as Brazil and England; they have performed aboard the world's largest aircraft carrier and in the world's most famous indoor sports arena.

Most of the Jets are married and are active in church and community groups. They turn out faithfully for basketball practice and some even find time for night school so that they can increase their career potential at Pan American.

Pan American employs over 400 handicapped persons and organized the Wheelchair Jets to demonstrate that disabled persons can lead full lives both at play and at work.

Labor Adopts Program for Creation of Better Rehabilitation Facilities

ORGANIZED labor, for years an active force in the hire-the-handicapped movement, has undertaken a program to assist in the development of more adequate rehabilitation facilities throughout the United States.

To implement the program, the Executive Council of the AFL-CIO has adopted a resolution which states in part:

"The primary role of organized labor in rehabilitation is that of a knowledgeable and dedicated stimulator of, and participant in, organized action in support of better rehabilitation services—in the Nation, in the States and in the local community."

The council suggested its program should promote public and professional understanding of the problems attendant to developing good rehabilitation facilities as well as the promise which these facilities hold.

Among the problems considered should be the shortage of "health and welfare personnel" now and in the future, the need for additional funds through "Federal, State, and local governments, voluntary health and welfare agencies and expanded insurance coverage and more research to uncover ways to improve present practices."

Among the specific activities which labor can undertake in cooperation with other groups and initiate on its own are:

- Establishment of Citizens' Advisory Councils for Rehabilitation in States where none exists.

- Promote, participate in, and publicize surveys related to rehabilitation needs.

- Stimulate examination of Workmen's Compensation Laws and Second Injury Laws with a view toward using these laws for improved rehabilitation services.

- Assist in establishment of medical rehabilitation units in hospitals and similar institutions.

- Identify needs of persons who are undergoing or who have completed rehabilitation services and help mobilize community resources to meet the needs.

- Assist in the development of new sheltered workshops and contribute knowledge to the operation of existing ones so as to help improve facilities.

Note on Mr. Nickerson

IN the January issue, *PERFORMANCE* ran a story concerning Earl R. Nickerson, blind Boston University graduate who made Phi Beta Kappa.

It has been brought to our attention that Mr. Nickerson was a client of the Massachusetts Division of the Blind.

He Travels for the Handicapped

PUT A GOLF club, or a hammer, or a brief case in Tom Greening's hand or a whistle in his mouth, and he's equally at home. This is by way of saying that Tom likes to build things, likes to referee basketball games, football games, track meets, and enjoys deep sea fishing. He has suitcase and will travel far and wide to speak on behalf of the handicapped.

This jovial, soft-spoken, hard-working guy does all of these things and has been an officer and member of many civic organizations despite the fact he lost his right arm at the elbow when a shell cut it during battle at Nancy, France, in 1944. He was a first lieutenant in the Field Artillery and was a liaison pilot at the time.

Tom has just transferred from the President's Committee to the Bureau of Employment Security to be coordinator of manpower mobilization matters in the Dallas Regional Office.

As a member of the President's Committee's staff, as a former member of the Texas State Employment Commission staff and Secretary of the Texas Governor's Committee, Tom has done much to further the program of getting jobs for the handicapped. This includes setting up 50 community committees while in Texas, arranging for and running several meetings, and making numerous speeches to further the cause of employment of the handicapped.

Among the meetings which Tom has taken the responsibility for were the 1960 Annual Meeting of the President's Committee in Washington and Regional Meetings of the Committee

in the Midwest, Rocky Mountain States, and New England. As Liaison Officer of the President's Committee he worked with Governors' and Community Committees. However, Tom is not losing interest in the handicapped in his new post because he hopes to be looked upon as a "layman interested in the handicapped program." He will participate in the Hot Springs Regional Meeting.

Tom Greening's leisure time activities would make any "do-it-yourself" bug wonder where he gets all the time and ability to accomplish things. Here is a partial list of jobs done:

- Built a two-car garage.
- Converted another garage into a recreation room and outfitted it with special drawers and bookshelves.
- Put an aluminum roof over the patio of his former McLean, Va., house.
- Built a post and rail fence and lined it with wire mesh.
- Built a cedar storage closet across one end of the garage of his former home and put in the door and shelves himself.
- Built an 18-foot Chriscraft boat.

Tom's wife, Pauline (Polly), and his daughter, Tanya, a high school senior, help out by driving in the nails, but Tom does everything else. As a matter of fact, when he built the boat it cost Tom a new sewing machine for his wife's help.

When he isn't at work, or at a meeting of a civic or veterans group, or improving his home with one of his construction projects, Tom Greening can be found on the golf course. He shoots around 100.

NAPH Awards

D.C. Rehab Worker

High Honor

THE Certificate of Honor for Outstanding Services, highest award of the Nation's Capital Chapter, National Association of Physically Handicapped, has been presented to Miss Susan Hendricks, Washington, D.C.

In presenting the award, Elmo Beach, President, cited Miss Hendricks' liaison work with NAPH, and other community organizations, in preparing handicapped persons to obtain and retain remunerative employment.

Miss Hendricks, who is with the Special Services Division of the District of Columbia Department of Vocational Rehabilitation, currently is developing



Susan Hendricks

a vocational rehabilitation program for retarded and slow learners, designed to assure gainful employment for that group of handicapped.

Certificates of Merit were awarded to Miss Evelyn Fales, and to Capt. Charles E. Boughton, U.S.A., both of the American Red Cross Volunteer Services, for their sustained services in transporting NAPH members to and from meetings via Red Cross buses.

General Maas Cited by Labor Department

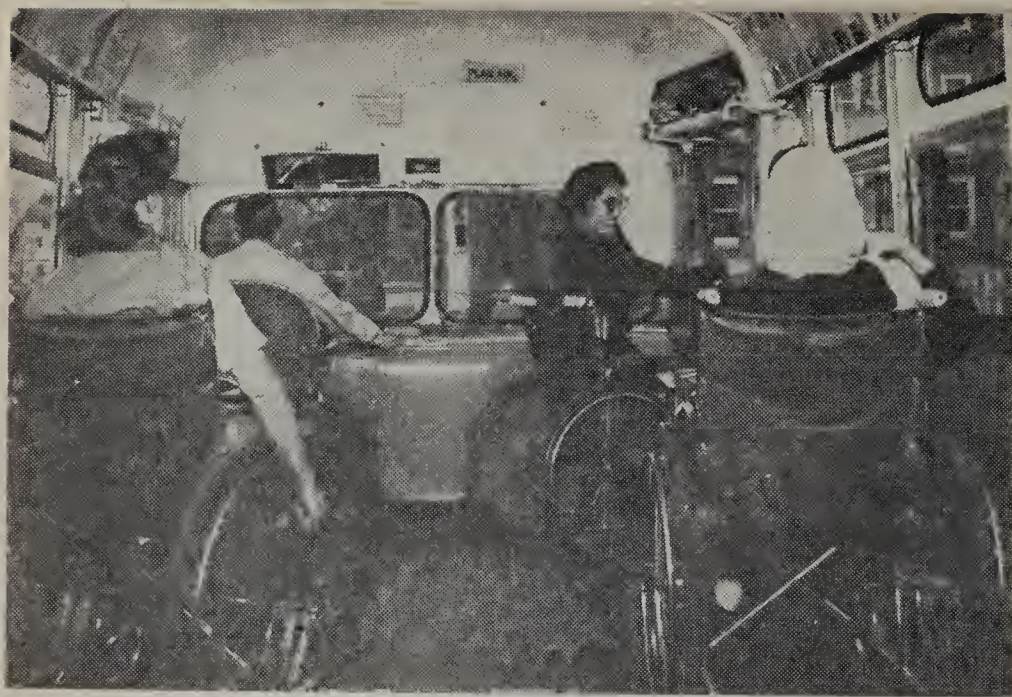
IN A surprise ceremony, Maj. Gen. Melvin J. Maas, USMCR Ret., Chairman of the President's Committee, was presented with the Award of Merit, highest honor conferred upon any individual by the U.S. Department of Labor.

The presentation was made in his private offices, January 4, by Secretary of Labor James P. Mitchell. It is the fourth such honor ever conferred.

The ceremony, as far as General Maas was concerned, was arranged so

that he could present the outgoing Secretary of Labor with a Chairman's Commendation for Secretary Mitchell's many years of strong cooperation and stout support of the President's Committee's program in his capacity as an Associate Member of the Committee.

General Maas presented the Chairman's plaque award to Secretary Mitchell who, much to the General's surprise, reciprocated with the U.S. Labor Department's Award of Merit.



Interior view of bus shows student about to leave through the front door.

Buses With Wheelchair Lifts Haul Handicapped

TRANSPORTATION for 163 physically handicapped students at the University of Illinois has been doubled with addition of two more buses whose front doors have wheelchair lifts instead of steps.

The four-bus fleet transports handicapped over longer campus distances such as between residence halls and classroom area. Of 163 handicapped students at Illinois, 101 are in wheelchairs. Most of the rest use crutches and braces.

All enter and leave the buses without assistance, riding the elevator at the front door or using conventional steps at the back door.

The floor has been cleared to provide space for 16 wheelchair students riding in their own chairs. Fixed seats for 13 passengers are across back of bus and over front wheels.

First buses for handicapped at Illinois were operated in 1954. Vehicles were given the University by Greyhound Corp. Lifts were custom-built into them by Blitz Auto Body Corp., Chicago.

In 1957 these were replaced by two General Motors buses, again with lifts built by Blitz. One bus was given by Allen Bradley Foundation, Milwaukee, and the other purchased from university funds.

Allen Bradley Foundation also gave money for one of the two new buses, and the other was purchased from university funds. The two new buses were built by Marmom-Herrington Corp.,



Student prepares to leave bus.

Indianapolis, which also built lifts into them. This company plans regular production of lift-equipped buses for physically handicapped.



Student leaves bus.

The elevator-like lift platform can move a passenger in a wheelchair from bus floor to ground, or ground to floor level, in 5 seconds.

These buses are operated at Illinois by the Student Rehabilitation Center. Each makes a complete circuit of the campus every hour, operating much as a city bus system. Runs start in time to get students to 8 a.m. classes and end after library and activities close in the evening. On Sundays special trips are made to take handicapped students to churches and back to their residences, and to special events. Other special trips are to campus affairs, picnics, and sports events.

Each bus travels more than 1,000 miles per month.

Plaque Presented to Connecticut Committee

AT THE annual meeting of the Connecticut Governor's Committee on Employment of the Handicapped, a plaque was presented to the committee for its outstanding work in the program of employing handicapped persons. Presenting the plaque is Edward J. Zamm of Norwalk, at left, Department Commander of the Veterans of Foreign Wars. Center is John L. Connors, who after 14 years as chairman of the committee resigned the chairmanship but remained as a member. William G. Ennis, right, succeeded Mr. Connors. Mr. Ennis, who is in the division of service to municipalities with the State Personnel Department, is a former Deputy Labor Commissioner and former Director of the Connecticut State Employment Service.



THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED



"Pandora's Box" Opens Satisfying Hobby-Job

DESPITE being almost totally incapacitated by rheumatoid arthritis, Mrs. Catherine D. Hawkins of Arlington, Va., has a hobby which keeps her busy and happy. She sells greeting cards, magazine subscriptions, costume jewelry, candies, business cards, ceramics, personalized napkins and stationery, and dish cloths. Her room, which is on the second floor of her home, is known as "Pandora's Box."

Mrs. Hawkins is able to feed herself, sit in a chair, read, write, and use an especially rigged phone. An adjustable lap-table is her work table. In addition to selling, she is always looking for ways to help others.

With a parakeet and a radio to keep her entertained, Mrs. Hawkins feels that her life is stimulating and satisfying.

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THE STORY OF THE HANDICAPPED



*Boys' Counselor Finds Handicap No Deterrent
To Employment With City Schools.*

The President's Committee on Employment
of the Physically Handicapped

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Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment
of the Physically Handicapped

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Chairman

Earl Bunting, Gordon M. Freeman
Vice Chairmen

William P. McCahill
Executive Secretary

Vol. XI, No. 10

April 1961

Russell R. McGuire, *Editor*

Lawrence T. Burdick, *Associate Editor*

Leah Smuckler, *Assistant Editor*

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The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce,
Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster
General, the Administrator of Veterans Affairs, the Chairman of the Civil Service
Commission, the Director of the Office of Civil and Defense Mobilization, and
the Administrator of the General Services Administration.

Use of funds for printing this publication has been approved
by the Director of the Bureau of the Budget, June 11, 1959

Spokane Public Schools Have Modern Policy Toward Handicapped

By Geneva E. Foss, Director of Publications
Spokane Public Schools

“WHAT YOU can do” rather than “What’s happened to you” is the determinant in getting a position with the Spokane Public Schools, Spokane, Wash.

“Spokane, known as the ‘friendly city,’ has its counterpart in the city schools. Now as in previous years, we have physically handicapped persons doing excellent work. Their achievements are a challenge to the world and an inspiration to their students,” William C. Sorenson, superintendent of the city schools, said.

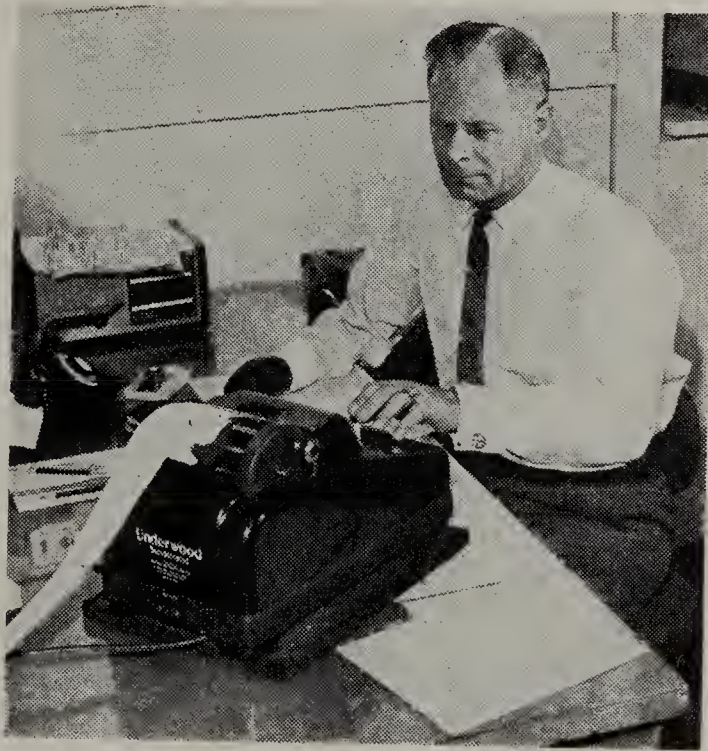
Lowell C. Bradford, known by thousands of boys throughout the United States as “Brad,” is one of the most outstanding persons ever employed by the Spokane city schools. He walks with crutches as a result of polio when he was a child. He came to the city November 20, 1916, to fill a vacancy caused by a teacher’s illness. His career here began as a debate coach and an English teacher.

In 1921 he traded debating for his “first love”—music. He took over the directorship of the North Central High School band. Being a boys’ adviser for years provided still closer bonds with high school boys who vied for the privilege of getting “Brad” up or down stairs, or in his cart out to the athletic field where his young musicians added pep to the game.

By 1928, the band numbered 100 boys; in 1958, 160. By his retirement

June 5, 1959, he had amassed many honors for himself as well as the school and the band.

Currently employed by the city schools is an immigrant, Cornelis van der Horst, who lost an arm in World War II when he was serving with Holland’s paratroopers. As soon as he was out of the hospital and rehabilitated, there was no decrease in his efficiency or enthusiasm for turning out the best kind of work possible.



Cornelis van der Horst.

His training in his native land included 7 years of elementary school, 4 in high school, 3 years in machine engineering, and a 2-year course in book-keeping and accounting. At one time, he taught typing in a military academy for professional officers. On retirement from the Holland military service, he had completed 18 years. His

rating in the army was sergeant-major.

Four years ago he came to the United States. When he, his wife, and daughter arrived in Spokane, they could not speak a word of English. Today he speaks the language fluently.

As stores clerk for the city schools, he turns in commendable work. His typing rate—single-handed—is as good as many persons who have two hands. Computations, done mentally or on an adding machine, are done with speed and accuracy, too. Gardening, one of Mr. van der Horst's hobbies, has brought him esteem in his neighborhood.

Robert L. Howard, boys' counselor at the John A. Shaw Junior High School, leads an active life despite a prosthetic arm. Because of his excellence as a classroom teacher, Mr. Howard was promoted to a counselor. He lost his arm as the result of extensive burns in an electric accident. By the time he had been fitted, he had decided to go to college. With the aid of the GI bill, he was able to maintain his family and get his bachelor's degree that fitted him as a teacher. Within a short time, he will have 6 years of college education.

Wilmer H. Siegert, a classroom teacher when polio hospitalized him,

is now vice principal at the Glover Junior High School. Excruciating exercises in post-hospital days meant to him and his family that recovery would be a possibility. Today, only a slight limp is a physical tell-tale of the polio chapter in his life. There is no mental "limp."

His wife and family take pride in his will to get well and the professional achievements he has made. They were as happy as he when he was selected from a large field of applicants and promoted to the administrative position in one of the city's newest schools.

These four examples of physically handicapped persons cover only a few of those on the payroll of the Spokane Public Schools. A survey showed that the Spokane Public School employees for the 1960-61 school year have employed 67 physically handicapped persons. There are 35 teachers, 22 custodians, and 10 cooks. Women, too, are hired. From time to time, there are spastic individuals, some with congenital handicaps and other physical "problems" that are really no problems.

"In our school system, we have been very happy with the physically handicapped employees. They have provided high standards always," Mr. Sorenson said.

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A Concept of Immortality

RUSSELL R. McGUIRE



In every conscious thing I do
As, day on day, I live life through,
With all my heart and mind and soul
I always set a brand new goal.

No matter what I should receive,
No matter those who would believe
That life's the end, the final toll,
I'll always set a brand new goal.

As eye and brain and flesh diminish
When most men yearn to find the finish
I'll never feel I've known the Whole
I'll always set a brand new goal.

Most men with gilt their lives bedizen
For me, far more, a gold horizon.
While some feel death's the utmost dole
I'll always set a brand new goal.

I'll always set a brand new goal
For God gave me a living soul.
My aim, my hope will never die—
To sit with God—when gods pass by.

THE above poem was found in the desk of Russell R. McGuire, Director of Information of the President's Committee and editor of *PERFORMANCE*, the day after he died in February of a heart attack. He had never shown it to anyone. Yet it sums up his sensitive soul which his gruff exterior never could quite hide.

Russ, 54, was from New Orleans. After newspapering in New Orleans he came to Washington in 1935 and handled public information for a number of Government agencies. He joined the President's Committee 7 years ago.

He is survived by his wife, Grace, and four children.

General Maas, President's Committee Chairman, said: "Certainly, we shall miss Russ McGuire. But there are people in this country who will miss him more. They are the handicapped of America. Russ McGuire has served them well, through his brilliant public information activities. His star will always shine brightly."



Wheelchair pockets are included in the collection of clothing designs. They save overloading and damaging dress pockets with such items as pencils, pens, memo pads, eyeglasses, and make such articles easier to find. The pocket is fastened on with snap fasteners and is held steady on the chair arm by nonsliding plastic foam on the underside. The moderately full skirt worn by the model has an elasticized waistline fastened by a modified overshoe buckle. Flip-type fasteners are easiest for some types of finger disabilities. A tab at the end of the three-quarter-length front opening makes it easy to open and close the zipper.

USDA Designs Clothing For Handicapped Women

A UNIQUE collection of women's clothing has been designed for physically handicapped homemakers by Clarice Scott, U.S. Department of Agriculture home economist. The designs suggest many ways that clothing can help handicapped women take care of themselves and do their work more efficiently.

The collection is based on results of a case study of the clothing problems and needs of 70 handicapped homemakers. Most of the women were victims of infantile paralysis, multiple sclerosis, or arthritis, and required some type of aid such as a wheelchair, crutches, or braces.

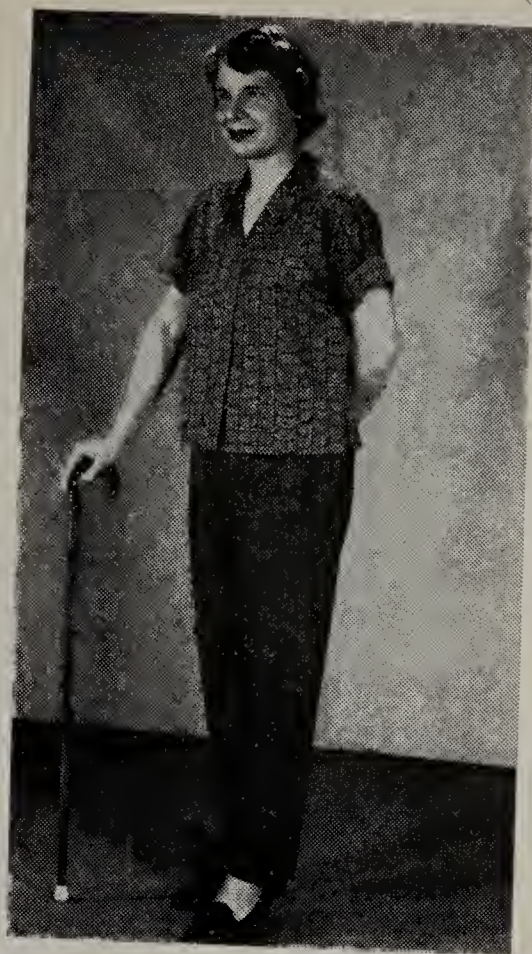
While the designs were created with homemakers in mind, they would be equally helpful to handicapped women wage earners.

Patterns for the designs are not yet for sale, but information on their special features is being made available to manufacturers and patternmakers. Handicapped women may use the ideas in choosing or remodeling clothes to fit their special needs. For further information write to: Miss Clarice Scott, Institute of Home Economics, U.S. Department of Agriculture, Washington 25, D.C.

This one-piece wrap-around skirt is made to wrap in front or back. A woman in a wheelchair can put it on while sitting down and let the skirt lie along the sides of her wheelchair. The waistline is held closed by pressure tape as well as snap fastener. Deep, reinforced pockets are raised on both sides so that articles will not slide out while the homemaker is sitting.



These slacks are made for comfortable sitting. Their design helps to reduce lap puff as well as strain over the knees, and invisible pleats at the knees allow easy bending. An elasticized waistband is comfortable and a 9-inch placket convenient for dressing. The overblouse with comfortable, open neckline has specially devised underarm pleats to provide extra "give" where blouses are often strained and damaged. The pleats also allow a handicapped homemaker to reach easily from a sitting position. The top fastener is placed so that the wearer can see it when dressing. Some handicapped people are better able to manage fastenings they can see.



Albuquerque *(Continued from p. 10)*

nating, insurance coordinating, and special problems. This seems like a lot of committees but there is plenty of work for every one of them.

Mr. Tettersington listed the following special activities:

- "Bus benches. We have had the 'Passport to Dignity' poster copied in color and mounted on the backs of 25 bus benches throughout the city and other cities in the State." (Perry Simmons, Vice Chairman of the New Mexico Governor's Committee, who owns and operates the Simmons Bench Advertising Co. and who works on the Council's Publicity Committee, donates the benches and the signs.)
- Prepared and distributed spot announcements to TV and radio stations.
- Prepared and distributed billboard advertising to a local sign company.
- Had eight articles or pictures in the Albuquerque Journal or Tribune.

- Provided and stuffed pamphlets on the hire-the-handicapped program into kits given to delegates of a recent Eastern Star Convention.

- Distributed hire - the - handicapped posters to stores and restaurants.
- Had handicapped personnel man a booth at a State Fair.
- Provided a display in a window of the Public Service Co.

To earn money for its program, the Council sells blotter-type desk calendars. To get hold of members for meetings and luncheons, the Council utilizes the telephone call service operated by Bill Hildebrand, one of the members. Mr. Tettersington pointed out that Mr. Hildebrand, who is "industrially blind," formed the service.

Mr. Tettersington said the local radio and television stations have devoted liberal amounts of broadcasting time to the Council's activities.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

GSA and UCP Do Outstanding NEPH Week Job

AN UNUSUALLY well done job of publicity has been brought to the attention of the President's Committee.

It involves the efforts of the General Services Administration in the placing of NEPH Week publicity in their various publications. Clippings have been received showing photographs and captions in the GSA News, the GSA Personnel Exchange for November, and a special memorandum on the subject of employment of the physically handicapped which was distributed to all personnel offices.

This year, for the first time, GSA Business Service Centers participated in the promotion of NEPH Week. These centers are located in 10 Regional Offices and are focal points for businessmen throughout the country who seek information and assistance regarding bids and contracts for services and materials with the Federal Government. Each of these centers prominently displayed the President's Committee's exhibit, "Put Your Shoulder to the Wheel," and made

many pamphlets on the hire-the-handicapped theme available to visitors.

United Cerebral Palsy Associations, Inc., also did an outstanding job in support of NEPH Week, 1960.

The Public Relations Department of UCP made a national distribution of news releases and spot announcements to all affiliates of the national office. The theme of the releases stressed the importance of vocational training as well as the slogan, "Hire the Cerebral Palsied." All radio materials followed the same approach.

UCP clipping service indicated that special articles appeared in approximately 50 newspapers, 95 percent of which were dailies, with a circulation estimated at 1,282,444. In one instance in the Long Island area, the UCP spot announcements were used every day during the Week. The Public Relations Office of UCP summed up their estimate of the observance as follows:

"We are certain that UCP's participation in this important observance from a radio standpoint was excellent."

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Performance

THE STORY OF THE HANDICAPPED



Handicapped American of the Year for 1960

The President's Committee on Employment
of the Physically Handicapped

MAY 1961



Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment
of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Earl Bunting, Gordon M. Freeman
Vice Chairmen

William P. McCahill
Executive Secretary

Vol. XI, No. 11

May 1961

Lawrence T. Burdick, *Editor*

Leah Smuckler, *Associate Editor*

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Cover Photo: Charles E. Caniff and Larry Joe Schlochter, Easter Seal Boy 1955.

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Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Civil and Defense Mobilization, and the Administrator of the General Services Administration.

Use of funds for printing this publication has been approved
by the Director of the Bureau of the Budget, June 11, 1959

Illinois Rehabilitation Executive Named Handicapped American

A NEAR-FATAL airplane crash which caused paraplegia may be enough to stop some people, but not Charles E. Caniff of Evanston, Ill., who was named the Handicapped American of 1960 by the President's Committee.

Despite the fact he is in a wheelchair, Mr. Caniff has parlayed a spirit of helpfulness with determination, energy, and drive to accomplish many tasks which help handicapped persons on the road back to a useful life and eventually to employment.

Mr. Caniff, who is in his second year as Executive Director of the Conference of Rehabilitation Centers and Facilities, will receive the President's Trophy at the Annual Meeting of the President's Committee, April 27. The trophy, a silver and mahogany plaque made by students at the Institute for the Crippled and Disabled in New York City, is presented every year to the handicapped person who, after surmounting his own handicap, has done the most in the previous calendar year to assist other handicapped persons.

In a letter of nomination, M. O. Jeglum, Executive Director of the Indiana Society for Crippled Children and Adults, called the 40-year-old former Marine Night Fighter Pilot and father of two girls and one boy "a sterling example of what every person would like to see—a truly rehabilitated person.

"He is not only an example," Mr. Jeglum added, "he is a 'doer unto others as has been done for him' in that through a sincerity of community

selling, through a self-taught knowhow, he has built from stage-to-stage (beginning in a '15- by 20-foot tin hut' to now a half million dollar structure) a comprehensive rehabilitation center [the Vanderburgh County, Indiana, Society's] to serve a tri-State area reaching over a million people."

The center, which serves handicapped in Southwestern Indiana, Western Kentucky, and Southern Illinois, was begun as a preschool class for handicapped children on the Evansville College campus in 1949 by Mr. Caniff, when he became Executive Director of the Vanderburgh County Society. He held this job until 1959, except for 10 months when he was Executive Director of the Tennessee Society for Crippled Children and Adults.

The airplane accident that led to Mr. Caniff's handicap occurred in July 1945 after he had returned from duty in the Central Pacific for an assignment as a Squadron Commander of a Night Fighter Training Group. He was riding in the plane as a passenger on a routine mission.

Following the accident, Mr. Caniff spent 18 months in Navy hospitals undergoing surgery and treatment and 2 months at the Institute for the Crippled and Disabled in New York where he learned to take care of himself again, to walk with crutches and braces and to drive an automobile.

Then, in January 1947, he returned home to Evansville, Ind., and to Evansville College. Upon graduation in June of the following year, Mr. Caniff went

to work for a fixed-base aviation firm at the Evansville Airport as operations supervisor.

It was while he was on this job that Mr. Caniff was asked by a small group of rehabilitation counselors for the Veterans Administration to meet with other paraplegic veterans to discuss rehabilitation with them. From this meeting grew plans to hold a conference of paralyzed veterans in Evansville, with Mr. Caniff as chairman. This, in turn, led to the formation of the Midwest Paralyzed Veterans Association with Mr. Caniff as the first president. The aim of the organization was more than a reunion of old friends. It was to educate the public as well as the members so they will understand the problems of the severely handi-

capped and problems of providing improved rehabilitation facilities for them.

Since then, Mr. Caniff has been an active participant in all phases of rehabilitation efforts for the handicapped in his community, State, and the United States.

Among Mr. Caniff's previous honors were the "Outstanding Young Man of the Year" award for 1948 presented by the Evansville Junior Chamber of Commerce, and the 1949 Pi Gamma Mu Scholarship Award from the Evansville College chapter of the fraternity, a National Honorary Social Science Fraternity.

Mr. Caniff is married to the former Jean Theby of Evansville. Their children are 15, 13, and 10 years old.

New Hampshire Chairman Honored



MRS. ABBY WILDER, Chairman of the New Hampshire Governor's Committee, receives the Key to the City of Manchester from the Mayor, Hon. Josaphat T. Benoit. In the background is Mrs. Frances P. Fitzgerald, Chairman of the Manchester Committee.

SPOTLIGHT ON YOUTH

Expanding Role of the Essay Committee

DR. JANET TRAVELL, personal physician to President Kennedy, Dr. David D. Henry, President of the University of Illinois, and Mrs. Esther Peterson, Director of the Women's Bureau and Assistant to the Secretary of Labor, will be the three judges for the 1962 National Essay Contest, Mrs. Grace Nicholas, Chairman of the National Essay Contest, has announced.

The title for next year will be "The Role of the Community in Employment of the Handicapped." Mrs. Nicholas says that the national Essay Committee sees the nationwide program for the handicapped taking the form of a long-range educational program with influence on youth through their educational institutions.

The Committee, which met February 21 in Washington at the National Education Association headquarters, is agreed that 13 years of experience with the National Essay Contest indicates the only truly effective way to deal with the prejudices which bar employment to the physically handicapped is through the youth of America.

Mrs. Nicholas says, "Prejudice is something that is not, and cannot be, reasoned or argued against. To overcome employer prejudice, the true facts about the mentally handicapped, the older worker, and the physically handicapped can only be presented through a process of education. Our State and local committees are convinced we must start with our youth and in the schools. This is a long-range educational program.

"Sometimes employer resistance and prejudice is overcome by a national emergency as happened in World War II. Only after the young and able-bodied men were all gone did the older workers, women, physically handicapped, and mentally handicapped receive a chance to prove what they could do. The employer had no other place to turn.

"But in normal times the process of overcoming prejudice must start early, if it is to be effective. The State and community committees realize this. Many of the States have long since faced up to their responsibilities in areas where the President's Committee is only now entering," Mrs. Nicholas said. She is Administrative Assistant to the President, General Federation of Women's Clubs.

The current economic situation is readily related to the handicapped within the framework of the 1962 title and attention is focused on increased responsibility of the community in the area of the mentally and physically handicapped.

The Committee deliberated whether greater acceptance would be gained by changing the name from "Essay Contest" to "Literary Awards Program." This idea was rejected because the workload would be the same regardless of what the contest was called.

There were several suggestions for increasing participation by boys. A season's ticket to the local football or baseball games was suggested as an



National Essay Contest Committee meets at NEA in Washington, D.C. Left to right: Charles M. Scalone, Pennsylvania Governor's Committee; John D. Koontz, D.C. Public Schools; John Korfonta, Bureau of Employment Security; Douglas Miley, Disabled American Veterans; J. Roland Hays and Lawrence T. Burdick, of the President's Committee staff; Mrs. Stephen J. Nicholas, Chairman of Essay Committee; Marshall Donley, National Education Association; Stanton E. Smith, AFL-CIO; H. D. York, Veterans Administration; K. Vernon Banta, President's Committee staff; J. Leo Lynch, Chairman, D.C. Committee; and Mrs. Louise P. Thompson, Maryland Governor's Committee.

additional local or State award. Pennsylvania has also interested more boys by involving the coaches and athletic departments.

Plaques for the schools of winners have been highly effective in interesting teachers and students alike and would draw a favorable community reaction. However, cash prizes for teachers are not considered proper. An NEA spokesman said that people interested primarily in money are not usually found in the teaching profession.

The growing trend in the States toward financing teachers to come to Washington with the State winners, the Committee felt, should be encouraged. It gives the student a chaperone which

Mr. Koontz said was, "highly desirable."

The Committee saw need to expand its membership to include representatives from the colleges, from the libraries, and from the press.

It was considered impractical to withhold the names of the five national winners until the President could make the announcement at the Annual Meeting. Forty-five State winners would go home disappointed because they were not among the five selected, while five national winners would not have advance notice so their parents, their schools, their Congressmen, and their press representatives could give them adequate attention.

Southern Regional Meeting to Spotlight Role of Medical Examination

THE ROLE of pre-employment physical examinations for placement of the handicapped, particularly of cardiacs; State organization and programs; and the role of rehabilitation, will feature the Southern States Regional Meeting of the President's Committee to be held May 25, 1961, at the Biltmore Hotel in Atlanta, Ga.

Host for the meeting will be the Georgia Governor's Committee. Chairman of the Planning Committee is Clifford M. Clarke, Jr., Chairman of the Governor's Committee and Director of Associated Industries of Georgia. Other States participating will be Alabama, Florida, Mississippi, South Carolina, and Tennessee.

Following welcoming addresses from Gov. G. Ernest Vandiver and Melvin J. Maas, Chairman of the President's Committee, an employer spokesman will keynote the meeting.

Then a panel discussion on "Employment of Cardiacs" will be held. It will feature the viewpoints of the employer, the physician, and the insurance carrier.

Next, a demonstration on the techniques of rehabilitating and placing the handicapped will take place.

Dr. G. Roy Fugal, Manager, Employment Practices of the General Electric Co. in New York and a member of the Executive Committee of the President's Committee, will speak at the Employer Luncheon.

The afternoon will be devoted to "State Organization and Programs." It will feature a discussion of the organization and programs of the Tennessee Governor's Committee, a Year-Round Program of Service to the Handicapped, Workshops for the Handicapped, Placement of Severely Handicapped Persons, Employment of the Handicapped in Textile Manufacturing, and How Workmen's Compensation Affects Employment of the Handicapped.

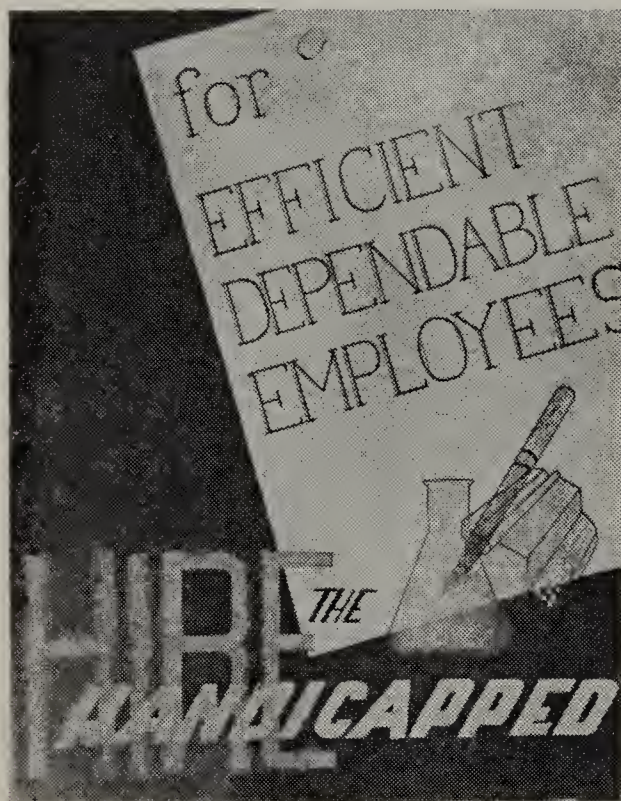
Working with Mr. Clarke and his Committee are Bruce Hall, Secretary of the Georgia Governor's Committee, and Vincent P. Hippolitus, Director of Field Operations of the President's Committee.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

ARTICLES MAY BE REPRINTED WITH OR WITHOUT CREDIT. PHOTOS ARE AVAILABLE UPON REQUEST; GIVE CREDIT WHEN INDICATED.

THE ART OF HIRING

Examples of Prize-Winning Posters



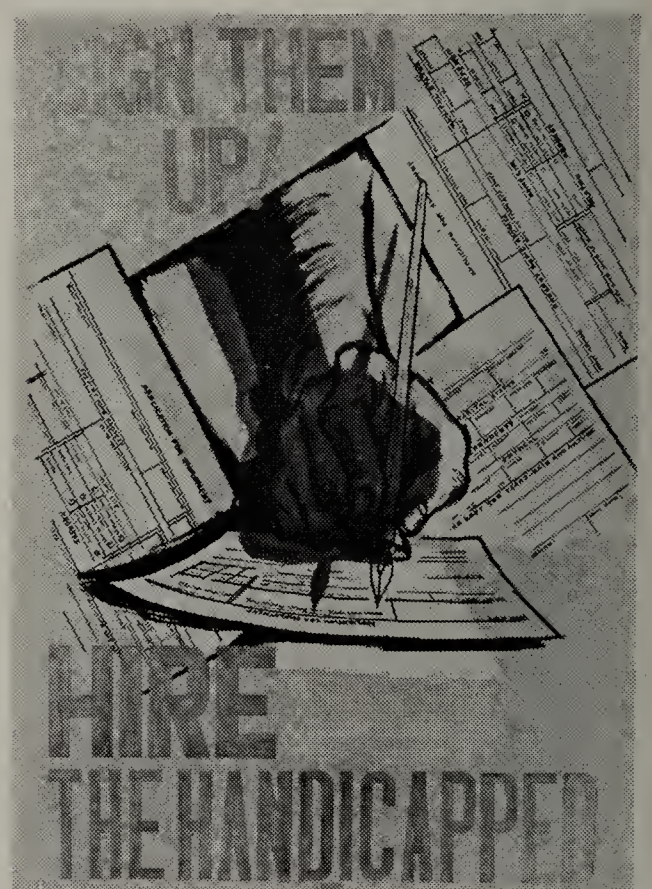
RONN REED
IDAHO FALLS, IDAHO



STAN RAMANAUSKAS
BALTIMORE, MD.



JOHN RUBLE
HUMBOLDT, IOWA



JAMES CORBIN
BALTIMORE, MD.

THE HANDICAPPED

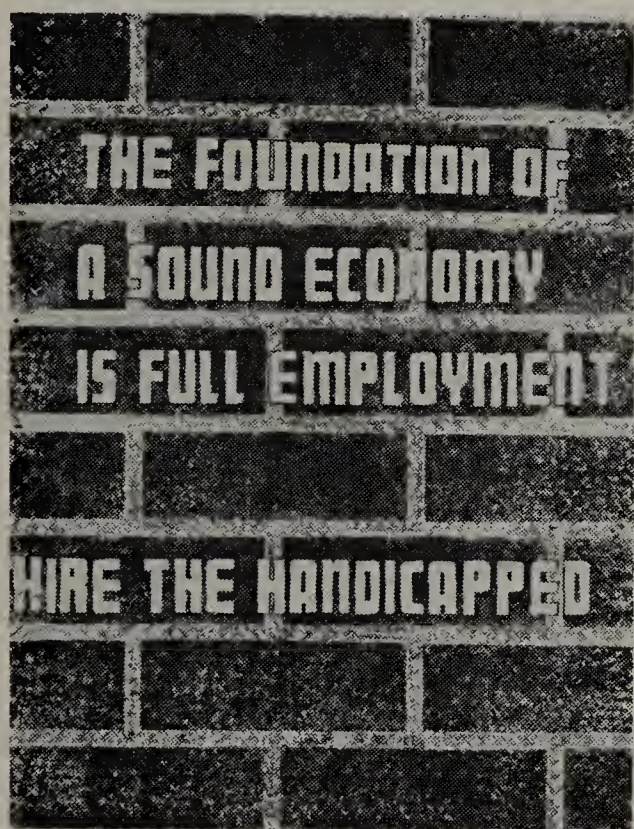
Designed by High School Students



KATHY D. KREISIR
HARRISBURG, PA.



SUSAN KULLER
ALLENTOWN, PA.



ATHENS L. BARNES, JR.
CHAMPAIGN, ILL.



NANCY LAZAR
CHICAGO, ILL.

Twenty-five Years of Distinguished Service

**By Milton Cohen,
Executive Director,
Federation of the Handicapped**

THE twenty-fifth anniversary of the Federation of the Handicapped, founded in the depths of the Depression Decade by three amputees in New York City, marks a quarter century of free services to the disabled. As a celebration of its work of helping more than three thousand men, women, and adolescents every year, a Twenty-fifth Anniversary Dinner was held at the Hotel Plaza on January 22.

The event was also a testimonial to Dore Schary, playwright, director, and producer. Long known for his outstanding work both in moving pictures and in the theatre, Mr. Schary was honored not only through the Federation's Award for Meritorious Service, but by the President's Committee on Employment of the Physically Handicapped.



William P. McCahill, Executive Secretary, acting on behalf of the President, tendered Mr. Schary the Committee's Distinguished Service Award, the first time it has ever been given in New York State.

In summing up Mr. Schary's achievements, Mr. McCahill said, "Dore Schary has helped to change attitudes and thus enabled others less gifted to respond to the needs of our time. He has utilized his great talents to crack the barrier which too often still holds back the handicapped from jobs they could do and lives they could lead in spite of braces and wheelchairs, crutches or white canes. The battle waged by Mr. Schary against the 'attitude barrier' has been fought with skill and devotion. He has utilized all the weapons of the communications media to rout the modern 'three horse-men' of ignorance, apathy, and prejudice. His contribution has been immense and in him the handicapped have a noble champion."

(Continued on p. 11)

Dore Schary (right) receives Distinguished Service Award from William P. McCahill.



Oklahoma Speaker of the House J. D. McCarty, left, joins with Sen. Tom Tipps and Rep. Jim Taliaferro in admiring the "Hire the Handicapped" poster that hangs on the fourth floor rotunda of the Oklahoma Capitol Building.

Oklahoma Officials Support Program

THE TWO most recent State administrations in the State of Oklahoma have proven beyond a doubt that personal support by top State executives is a prime ingredient in the success of the hire-the-handicapped program in any State.

Gov. Raymond Gary was a wholehearted champion of the cause of the handicapped and, under his administration, Oklahoma for the first time employed a full time paid Executive Secretary for its Governor's Committee. Don Davis, the Executive Secretary, has developed a program in Oklahoma which is on a par with the best in the Nation. He also has had the wholehearted and enthusiastic support of the incumbent Governor, J. Howard Edmondson.

With the same type of enthusiasm, the State Senate and the House of Rep-

resentatives have, by action, done much to better the cause of the handicapped worker throughout the State.

Symbolic of this type of support is the huge hire-the-handicapped sign which has been hanging in the rotunda of the State Capitol throughout the present legislative session. Indications of the support by the lawmakers of the State is also shown by the fact that several State representatives employed or have been responsible for employing six handicapped persons in recent weeks and have scheduled more than 12 physically handicapped students to serve as Pages.

"We have always been impressed by the tremendous support given to the hire-the-handicapped program by the entire State of Oklahoma," Melvin J. Maas, Chairman of the President's Committee, said.



Mrs. Roosevelt Meets Mentally Retarded

MRS. ELEANOR ROOSEVELT receives gift of wall masks and handwoven rug from group of 24 mentally retarded patients touring the United Nations during a week's sightseeing trip in New York and Washington. The group from Muscatatuck State School, Butlerville, Ind., made the trip last year as part of a rehabilitation program to prepare them for working and living outside the institution. Sharon Tutterow and Ronald Archer made the presentation. This year will be the seventh year of the visit program.

"Little People" Band Together To Seek Jobs

THE recent convention of the so-called "little people" in Las Vegas, Nev., put the spotlight on the fact that being a midget is frequently a job handicap.

During the convention, which was held in the New Frontier Hotel, the President's Committee sent a telegram expressing awareness of the problems of small people and wishing them every success in their efforts to obtain wider job opportunity.

Miss Vivian Acord, who spoke at the last meeting of the President's Committee, assisted in arrangements for the convention attended by more than 500 "little people."

Writer Lloyd Shearer did a two-page article for *Parade* magazine on the con-

vention. He quoted Bill Barty, the 3-foot 6-inch actor who often works on the Peter Gunn show, as saying:

"The average person regards us not as human beings with individual mentalities and skills but as freak playthings. Women pick us up and sit us in their laps. They pat us on the head and say, 'Aren't you a cute little darling.'"

"We don't like being treated as children. Among us we number actors, brokers, accountants, designers, and machinists. And yet in most cases we are being discriminated against because of our size. People won't hire us for jobs we are qualified to perform because we're little."

Twenty-five Years of Distinguished Service

(Continued from p. 8)

As a fitting close to the celebrations, two young girls, both victims of spinal bifida, appeared in their wheelchairs before the microphone and were interviewed by Milton Cohen, Executive Director of the Federation of the Handicapped for the past 12 years.

Both Jennie Mercado and Linda Curtis, Mr. Cohen pointed out, exemplify the objectives of Federation's unique projects for homebound boys and girls of high school age. For 2 years Jennie, now 20, was brought to and from her home in a special bus for a prevocational guidance and recreation program. The project, carried on jointly with the New York City Board of Education since 1952, gives adolescents who are homebound the chance to "socialize" most of them have never had a chance to know. After Jennie received her high school diploma, Mr. Cohen said, she was accepted as a trainee in the electronics division of the Federation. Under the "earn-and-learn" plan of this rehabilitation center, Jennie has been able to buy an automobile and now takes herself to and from work, with the aid of hand controls, without difficulty.

Linda Curtis, just 16, is a high school junior, taught at home by instructors from New York's Bureau for the Education of the Physically Handicapped. Ten years of her short life were spent in hospitals. This fall Linda was selected as 1 of 50 adolescents enrolled in a prevocational evaluation project, first of its kind in the

United States. This pilot program, now in its second year, is conducted cooperatively by the Federation, the Office of Vocational Rehabilitation, New York's Division of Vocational Rehabilitation, and the New York City Board of Education. Linda is brought by bus to Federation's headquarters twice a week, a participant in the clerical division of the training project. She has high hopes of being one day like Jennie, a wage earner, figuratively at least, able to stand on her feet.

Double-Amputee Dancer

Another outstanding demonstration of the handicapped's ability, courage, and determination was presented to the dinner audience by Lelia West Lehde. Mrs. Lehde, who gave an exhibition of ballroom dancing, a double-leg amputee, has been a professional dancer and model. She is a former patient of Dr. Leo Mayer, the famous orthopedist who has been president of Federation of the Handicapped since 1942.

The work of the 25-year-old Federation of the Handicapped for New York's disabled was outlined by Henry L. McCarthy, Executive Director of the Community Council of Greater New York. He presented the Federation the Council's "Emblem of Achievement" in the form of a bronze plaque in recognition of the high place the organization holds in helping the disabled, regardless of race, creed, or color, achieve full lives.

Speakers Can Sell Your Program

NOT so long ago, there appeared in a NEPH Newsletter the following suggestion:

"Photo Hint: Do not photograph speakers while they are addressing the audience. Shoot them on their way to the platform."

Seriously, the supply of good speakers to tell and sell our program is too limited to spare any of them. Speakers play a big and important role in promoting employment of the handicapped.

Most real influencing of employers is done on a personal face-to-face basis; in their offices or at their civic meetings—Kiwanis, Rotary, Lions, etc. Compared with face-to-face conversation or a speech, the printed word is dead—inanimate, inarticulate. Employers act only when they have confidence in the product or in the man or woman selling it.

Some of our NEPH slogans may be getting a bit shopworn, but we continue to use them year after year because they are fundamental and basic truths. For years we've been saying, "Hiring the Handicapped Begins at Home." A part of our job is to make friends and influence employers in our communities. One of the best ways to make friends is by talking to people. We can talk to them individually or we can make speeches to groups of them.

These are reasons why more of the Governors' Committees are turning to speakers and to speakers bureaus, to promote the program for the handicapped. Arizona is one of the States

which is moving along in this direction. The Arizona Governor's Committee gives much credit for this progress to one of its members, Jerome C. "Jerry" Higgins.

Although he has a very obvious ambulatory disability, neither braces, canes, nor the weatherman slows Jerry down when it comes to making a speech. It is a rare month indeed that he does not appear before some civic or service or church group to tell them about employment of the handicapped.

To know what makes Jerry run, one must know a little about his background. He was born in New York City in 1921, is married, and has two daughters, 5 and 7. He has been a resident of Arizona and a proofreader of the Republic and Gazette since 1950. He is a former member of the Brooklyn diocesan champion debating team; founder of the multiple sclerosis chapter in Phoenix, Ariz.; former feature columnist for the Arizona Register; presently coordinating editor of the Catholic Youth organization "Central News." Mr. Higgins received in 1959 the DAV Award as Outstanding Disabled Veteran of Phoenix. His hobbies—swimming, photography, and bridge. Jerry's physical disability is an obvious reason for being qualified to speak in behalf of the disabled.

Upon being invited to join the Arizona Governor's Committee, Jerry became aware of the enormity of the unemployment problem of the disabled and decided that the work of the Committee could be further augmented by a Speakers' Bureau. This suggestion

was instantly approved by the Committee and is now operating and receiving attention from other States.

Jerry sent PERFORMANCE magazine a standard speech, one which he has used some 15 times with modifications, and which has proved highly successful. "Why Hire the Handicapped," is the title, and this speech has resulted in 19 handicapped hirings. Various other employers assured him that the handicapped would most certainly be considered when there were new openings in their firms. Jerry says don't overlook opportunities to speak before women's groups. "Their influence in the conduct of business is growing every day as stockholders, as customers, as wives of executives, and as employers themselves," says Jerry.

A few highlights of this speech stand out. He mentions that employment of the handicapped is one of the most serious and fastest growing socio-economic problems facing America today and in the years to come. Each of us, he says, has a strong personal interest in a quick, equitable solution to this problem.

He discusses highway accident victims who add an ever-increasing number to the ranks of the handicapped. He stresses the abilities of the handicapped and how they can contribute to the success of a firm. A number of examples of outstanding handicapped persons down through the ages are most convincingly told.

Nobody can speak for the handicapped with as much fervent conviction as one who has overcome his own disability.

Who can talk more knowledgeably about adjusting to life in a wheelchair



Jerome Higgins.

than a man like Roy Campanella? Who can better discuss the abilities of the blind than a successful blind pianist like Alec Templeton or famed jazz pianist, George Shearing?

Jerry Higgins says if there is in your community an organization comprised of the handicapped such as NAPH Inc., your NEPH Committee may have the makings of a fine speakers bureau right there—they may not all be orators, but they will know what they are talking about.

Jerry has one consolation for new and nervous speakers. If you are nervous you will probably prepare your speech more thoroughly, and adequate preparation is half the battle.

The more nervous you are, the more convincing will probably be your delivery. Any seasoned performer knows this. Most speakers enjoy themselves once they have actually begun to speak. Delivering a speech gives one a peculiar sensation of power, and most people find they like it.

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THE PHYSICALLY HANDICAPPED

NAPH Chapter Contributes to Cost of Elevator for College



AS THEIR PART in the program to increase access to buildings for the physically handicapped, Chapter 76 of the National Association of the Physically Handicapped, Ypsilanti, Mich., presented a check recently to Cleary College, Ypsilanti.

During the summer of 1960, Cleary College, a private business school in Ypsilanti, announced that, although they had not included an elevator in the original building plans for their new building, they would like to install one for use by their physically handicapped students.

When Chapter 76 of NAPH heard

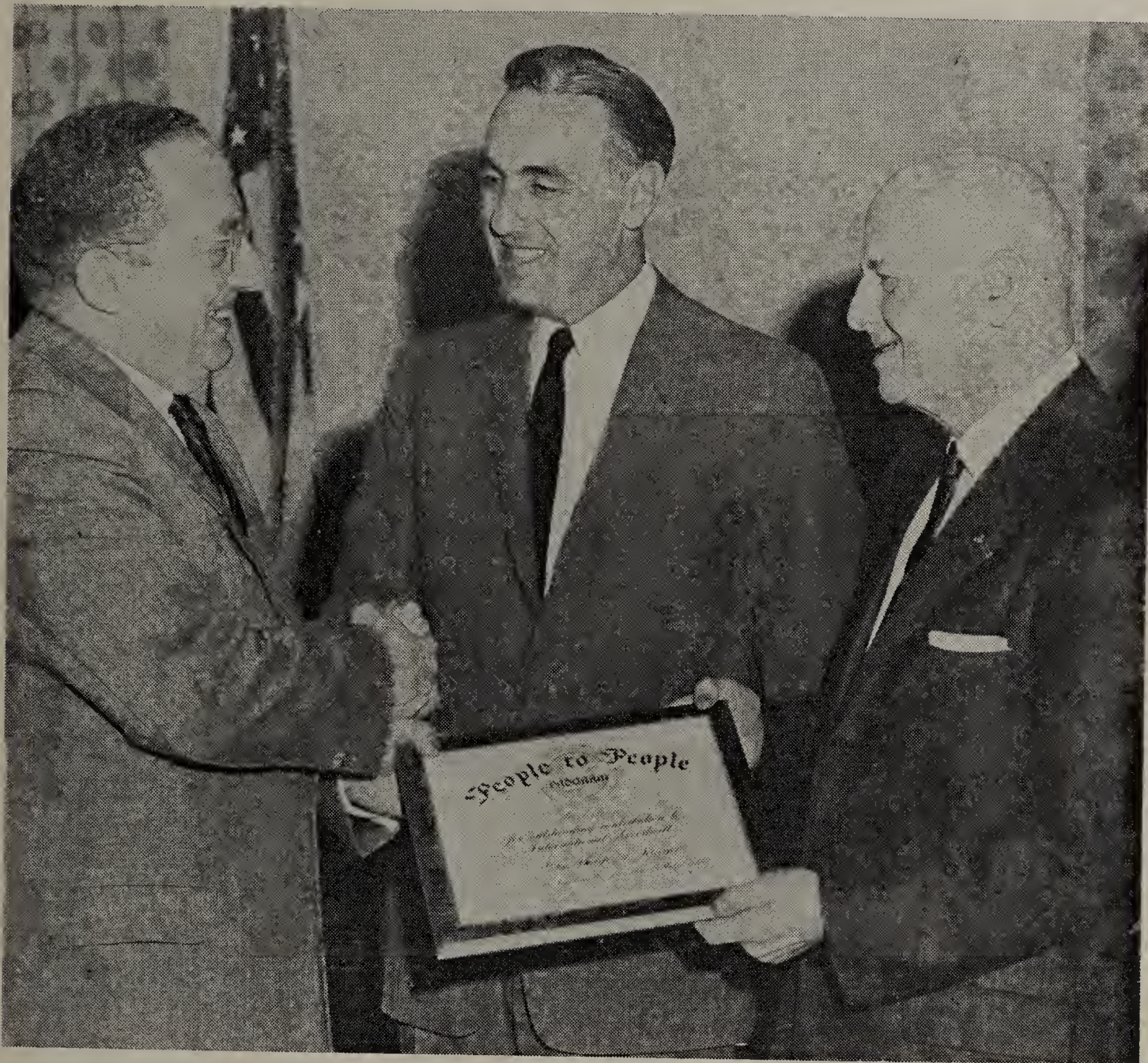
about the College's plans, they obtained sufficient funds to make a contribution to the installation of the elevator.

The photograph above shows the presentation ceremonies when the NAPH Chapter turned over the money to Cleary College. Left to right: State representative James F. Warner; Walter Greig, Executive Vice President of Cleary College; Mrs. Robert Gretzinger, Treasurer of Chapter 76, NAPH, presenting the check; J. Lipshaw, guest speaker and General Manager of the Lipshaw Manufacturing Co.; and Donald Mulford, Mayor of Ypsilanti.

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THE STORY OF THE HANDICAPPED



*OVR Medical Consultant Honored for Outstanding
Contribution to International Goodwill*

The President's Committee on Employment
of the Physically Handicapped

JUNE 1961



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THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment
of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.

Chairman

Gordon M. Freeman, Victor Riesel

Vice Chairmen

William P. McCahill

Executive Secretary

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Lawrence T. Burdick, *Editor*

Leah Smuckler, *Associate Editor*

Contents

Cover Photo: (Left to right) : Dr. Klieger, Secretary Ribicoff, and
General Maas. See story on page 1.

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Use of funds for printing this publication has been approved
by the Director of the Bureau of the Budget, June 11, 1959

OVR Medical Consultant Honored

DR. PHILIP A. KLIEGER, medical consultant on health and medical activities of the Office of Vocational Rehabilitation, Department of Health, Education, and Welfare, was honored at a ceremony held in the office of HEW Secretary Abraham Ribicoff, on February 24. (See cover photo.)

A special citation for outstanding contribution to international goodwill was presented to Dr. Klieger by the chairman of the Committee for the Handicapped, People-to-People program, Maj. Gen. Melvin J. Maas.

Dr. Klieger played an important part in the planning and execution of a special project of the Committee for the Handicapped for the collection of artificial limbs, braces and parts to be distributed to hospitals and clinics in countries of the world where the need is greatest.

This project is continuing with the cooperation of the World Rehabilitation Fund, and thousands of devices have already been sent to key points around the world, including 2,000 supplied to the hospital training ship *SS Hope*.

Dr. Klieger has been with OVR nearly 3 years and before that he had 2 years of physical medicine training at the Institute of Physical Medicine and Rehabilitation in New York City.

Present at the ceremony, besides Secretary Ribicoff, General Maas and Dr. Klieger, were: Mrs. Klieger, Miss Mary E. Switzer, OVR director; E. Emory Ferebee, OVR deputy director; Dr. Robert Wright, OVR chief medical officer; William P. McCahill and John A. De Chant, vice chairmen of the Committee for the Handicapped; and Winfield Scott Smith III, executive secretary of the committee.

The Chairman Thanks You

DURING the past 3 months, the Chairman, Maj. Gen. Melvin J. Maas, has been hospitalized, has received several awards, has been reappointed, and had an attack during the Annual Meeting. On each occasion many members and friends wrote to the Chairman, expressing best wishes, etc. General Maas has asked that the following brief message be published:

"It is completely impossible for me to adequately express my appreciation for the many letters, cards, and acts of kindness which have come my way during the past 90 days. Those Amer-

icans working with and for the handicapped are certainly among the most generous and gracious persons living, and it has been a rich experience knowing them and working with and for them. In thanking them for their loyalty to the handicapped and to me, I can but promise my continued best efforts in this voluntary crusade. The success thus far of my efforts and those of the staff and the Committee is but the sum total of the continued voluntary labors of many fine persons. God bless you and guide you in the days ahead. Please accept this as my personal reply."

Employment Issues Discussed At Midwest Regional Meeting

ISSUES relating to placement of physically handicapped, mentally restored and mentally retarded persons highlighted the Midwest Regional Meeting of the President's Committee recently in Louisville, Ky.

At the opening session, Maj. Gen. Melvin J. Maas, Chairman of the President's Committee, called on all workers in the field of placement of the handicapped—including employers—to show the world the true meaning of democracy by considering new applicants and present employees who are handicapped, solely on their ability.

He said: "Our attitude toward the handicapped in this country is making a very favorable impression on the people in other lands. It is democracy in action because we practice what we preach.

"What we do at this meeting," he added, "will be carefully noted by people in all other States and in the world. What we do will accomplish far more in our efforts to bring about world peace than all the disarmament talks at Geneva put together."

A panel discussion on placement of the mentally restored and mentally handicapped followed. This was the first time a panel considered this subject at a regional meeting.

Dr. S. Theodore Ginsberg, Commissioner of Mental Health for Indiana, said: "One of our major obstacles to rehabilitation and employment is the serious manpower shortage . . . in mental hospitals . . . (and) in all

areas of rehabilitation and vocational guidance."

To overcome this, he called for better recruitment, training, and utilization of personnel available as well as for additional research to develop better understanding and improved techniques of treatment and rehabilitation.

Rudyard Propst, Chief of Rehabilitation Services for the Division of Mental Health of the Illinois Department of Public Welfare, said:

"I don't think employers particularly care if a person has been under psychiatric care, but they do care if a person has been in a mental institution. One of the major goals is to change the public concept of mental institutions. A definite change has been going on and the public does not know it."

Judson Perkins, Director of Public Relations for the General Telephone Co. of Michigan and Chairman of the Michigan Governor's Committee, said: "I believe that no community should look to the State or the Federal Government for the solution to a problem that can only be solved in a local community by citizens who pay local taxes and who understand the need for assisting their own citizens to become reestablished."

He suggested improvement of local education programs on vocational training for and placement of the mentally restored and mentally retarded.

A panel discussion on personnel policies and hiring practices featured the next morning's session.

Frank G. Armstrong, Vice President for industrial relations of the Burroughs Corp., of Detroit, said business and industry should have a definite, written policy for hiring the handicapped, should be sure "that all members of the organization are familiar with it" and that "responsibility for its execution (should) be placed in the hands of someone who will approach it with interest and enthusiasm."

Dr. Gradie Rowntree, Medical Director of the Fawcett-Dearing Printing Co., Louisville, urged cooperation of the physician and employers. He said the physician can best help the employer by knowing the demands of every job in an employer's plant and the capabilities of an applicant to perform it. He also suggested placement of specially trained people in every State employment office who have general knowledge of every job of every firm in their district so they can help with placement.

Mr. William M. Drake, Manager of General Electric's Aircraft Service Shop in Cincinnati, urged the handicapped themselves to "face up to the necessity" of having a skill to sell an employer and the will to sell themselves.

Bruce Kennedy, Commissioner of Economic Development for Kentucky,



O. L. Burkeen
Kentucky Chairman

pointed out that development of new industries in Kentucky will create more jobs in that State, and suggested that development of new industries is a way to open up jobs for the handicapped.

The Annual Governor's Luncheon closed the program.

Mr. O. L. Burkeen, chairman of the Kentucky Governor's Committee, presided at both sessions.

Delegates from Kentucky, Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin attended. They represented Governors' Committees, the State employment services, employers, and rehabilitation groups.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

ARTICLES MAY BE REPRINTED WITH OR WITHOUT CREDIT. PHOTOS ARE AVAILABLE UPON REQUEST; GIVE CREDIT WHEN INDICATED.

Safety Engineer Helps the Handicapped

AN INDUSTRIAL safety supervisor has urged both large and small firms to make as much use of safety engineers as possible in the placement of properly qualified handicapped workers.

Richard S. Whipple, safety supervisor with the Arma Division of the American Bosch Arma Corp., speaking before the National Rehabilitation Association convention in Oklahoma City, said: "There is nothing a safety officer, or supervisor, would rather do than help the handicapped safely over the hiring hurdles. Good industrial and medical cooperation offers the greatest possibility for the proper placement which will assure safety and full productivity."

Noting that the 7,200 "professional safety specialists in the American Society of Safety Engineers and other safety men" are ready to aid the handicapped get jobs, Mr. Whipple said: "The safety specialist is used to thinking in terms of job hazards and can help materially in safe job placement of our handicapped applicant. Don't be afraid to use him. His knowledge of the types of accidents occurring in each occupation, of the kinds of materials used, of the types of equipment and their safety, of the foreman's outlook toward his employees, of the employee's feelings about the safety of his work, and all the new processes being planned and introduced by management, make him a good and willing team member.

"His first duty," Mr. Whipple added,

"is to stop the incidents which cripple and kill and add needlessly to the cost of his employer's product. However, when failures occur, rehabilitation and gainful employment should be the goal we all seek."

Noting that industry will continue to employ the handicapped "as the continuing successful placement shows it is good business," Mr. Whipple suggested the safety specialist should assist management, the job applicants, and other employees by determining the following:

- Whether an employee can work at the assigned job without endangering himself.

- Whether he can meet the job demands without endangering others, equipment or property.

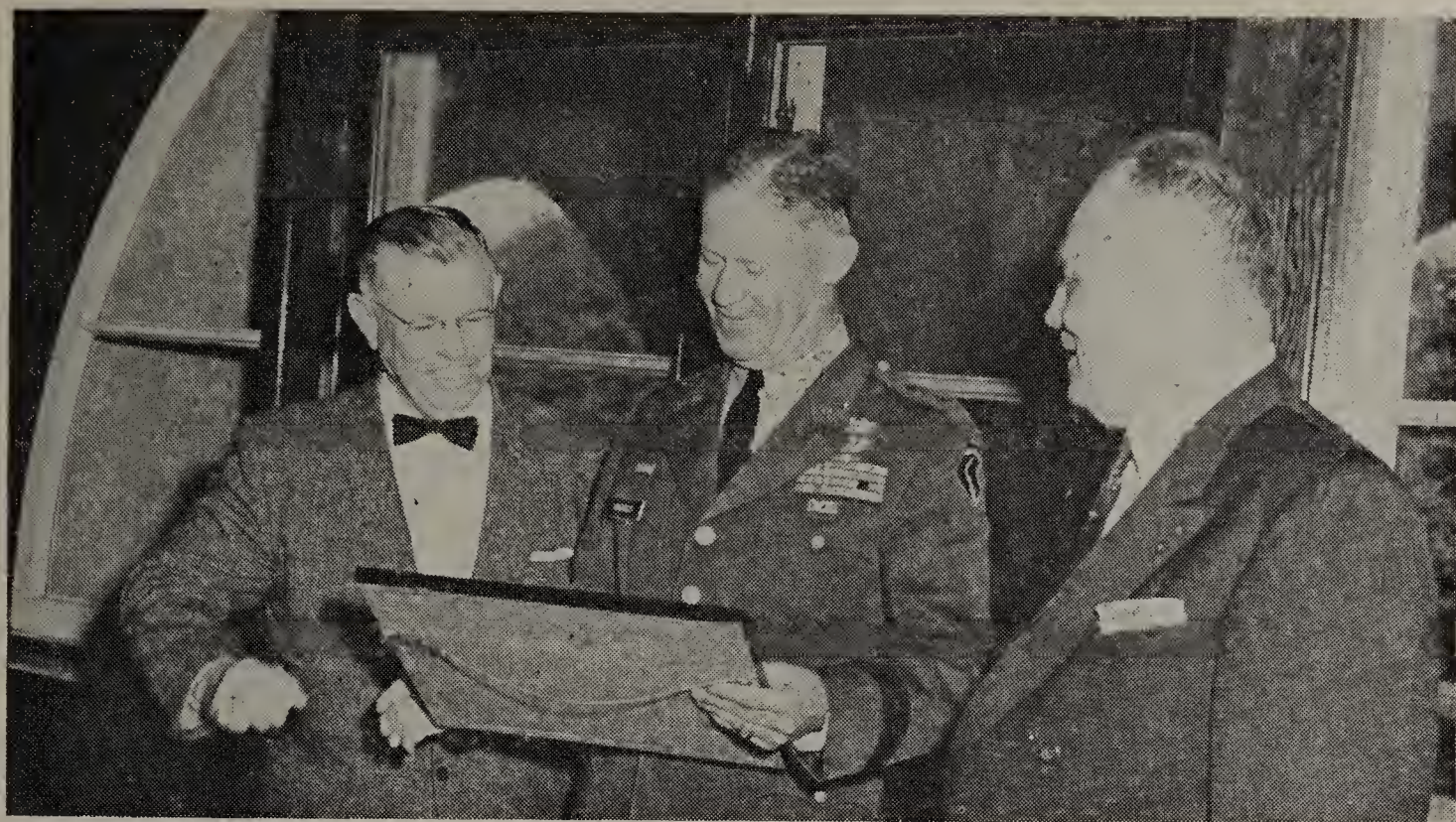
- Whether an applicant "should give the employer freedom from abnormal financial burdens."

- Whether he can be evacuated from the building safely in case of an emergency.

In addition Mr. Whipple proposed that firms cooperate with safety engineers by transferring handicapped workers only on approval of the plant physician and safety engineer and by seeing that supervisors are informed of this policy.

Mr. Whipple pointed out small companies, which do not have access to an industrial physician or safety engineer, "need a simple easily understood procedure" because "too many have neither a procedure nor a safe plant."

(Continued on p. 6)



Fort Benning Is Outstanding

SERVICE to the handicapped seems to be a pleasure. Georgia's Commissioner of Labor Ben T. Huie has just presented the President's Committee "Employer's Merit Award" to Maj. Gen. Hugh P. Harris, Fort Benning Commanding General, for the Benning Army and Air Force Exchange's outstanding service in the employment of the physically handicapped. Commissioner Huie made the presentation for Clifford M. Clarke, Jr., chairman of the Georgia Governor's Committee. Marion Williamson, left, director of the Georgia Employment Security Agency, looks on.

Employer Committee Vice Chairman Asks Additional Support for Goodwill

PHILIP M. TALBOTT, Special Assistant to the President of the National Savings and Trust Co. in Washington, D.C., and vice chairman of the Employer Committee of the President's Committee, has asked businessmen to lend additional support to the Goodwill Industries in their communities.

Speaking at the recent 25th annual meeting luncheon of the Davis Memo-

rial Goodwill Industries in Washington, Mr. Talbott said:

"This operation is a tremendously valuable community asset in several respects which are particularly impressive to the business community.

"By giving employment to the handicapped," Mr. Talbott added, "you are giving them a great psychological lift and making them feel wanted and useful. . . . Through this employment

you are giving these people an opportunity to be partially or even totally self-sufficient. They have an opportunity here to contribute to their maximum ability in producing the goods and services that support our economic system."

He pointed out that "by providing this employment" Goodwill Industries eases or removes the burden of supporting the handicapped from other members of their family, friends, or public agencies.

Noting that the business community recognizes the right of handicapped to "earn or receive the wherewithal enabling them to earn a decent standard of living," Mr. Talbott said:

"Experience has demonstrated that the handicapped make excellent workers. In many cases they excel the able bodied. Those who are physically unable to find an emotional outlet in the diversions of the able bodied are out to make their job their outlet; hence the job becomes the most absorbing interest in their lives."

Calling the Goodwill Industries movement "one of the Nation's and this community's (Washington, D.C.) most important ways" of meeting many of the unmet needs respecting the handicapped, Talbott praised those who have worked on behalf of and led the movement.

He added: "I think I am qualified to say that the business community and Goodwill Industries have much in common, which should make us even better acquainted than we are. The businessman can lend the heartiest kind of endorsement to the type of service performed by Goodwill Industries because

it's a welfare service patterned by the standards and within the spirit of the free enterprise system.

"Effective and vigorously merchandised," Mr. Talbott added, "I have not the slightest doubts that the business and civic leaders . . . not heretofore participating will join those who have been, and are now, carrying the load in this effort."

At the luncheon, three citations were presented for worthy achievement. They went to Miss Mary E. Switzer, Director of the U.S. Office of Vocational Rehabilitation, for her work on the national level; Miss Mary Jane Montesanti, a former Davis Memorial Goodwill Industries worker in Washington who surmounted her handicap and made good in competitive employment on her own; and Arnold Anderson, President of the Washington Metropolitan Area Safeway Stores, who pioneered in the placement of Goodwill boxes at all Safeway stores in the local area.

Whipple (*Continued from p. 4*)

He recommended that small firms seek "medical guidance and advice" but suggested that those firms help the doctors by educating them "as to the nature and hazards of the jobs."

Mr. Whipple also suggested that the small companies "contact their insurance carrier's safety group, the State safety representatives, the local safety council, or a larger company with a professional safety man" or "get a good safety manual such as the National Safety Council's fourth edition (of the) "Accident Prevention Manual for Industrial Operations."

Career Diplomat Aids Handicapped

“TODAY, any deafened person can do almost anything he wants to do, and he can engage in normal conversation and activities.”

This is what Joseph E. Wiedenmayer, U.S. Consul, and currently Chief, Program Planning Branch of the Foreign Reporting Staff, Office of the Assistant Secretary of State for Economic Affairs, tells young people when he speaks on the handicapped.

And “Mr. Joseph,” as Consul Wiedenmayer is known among his many friends abroad, speaks from personal experience—for he is deafened as a result of being born with a severe loss of natural hearing.

As a career diplomat, Consul Wiedenmayer has served in Australia, Brazil, Italy, Spain, and Uruguay. At each of these posts, he has made it an “unofficial” activity to speak on the handicapped, and in their own language. His words have brought new hope and encouragement to millions of people.

In his speeches, Consul Wiedenmayer emphasizes proper attitude and uses his personal experiences to explain the problems persons with handicaps are confronted with and to show how they can “surmount life’s roadblocks.”

Born in Newark, N.J., in 1905, Mr. Wiedenmayer attended Montclair Military Academy, Lafayette College, and Cornell University. He is married and has three children. After graduation, he entered private industry. His ability to accurately subdivide his time enabled him to be an industrial man-

ager and at the same time to devote himself to flying, music, and art.

During the years prior to World War II, the consul was actively associated with civilian and military avia-



Joseph E. Wiedenmayer

tion as President and Public Relations Director, Aviation School program, National Aeronautical Association; Aviation Advisor, Civilian Aide Committee, U.S. Army Air Forces; and as a captain in the U.S. Civil Air Patrol in New Jersey.

His paintings have featured the impressions which Mr. Wiedenmayer got of the various countries he has served in diplomatic capacities. They have been exhibited in public art galleries or in private showings in Rome, Madrid, Milan, Melbourne, and Washington, D.C.

In his talks, Mr. Wiedenmayer says: “Most of my associates never knew the

(Continued on p. 9)

EPILEPTICS—

Good Risks for Employment

“**B**ECAUSE of present-day attitudes on the part of employers, the average epileptic worker conceals his condition in order to obtain a job—he goes ‘underground’ when seeking employment, and many times he accepts work that endangers him and his fellow worker.

“If he has a seizure on the job, the chances are great that he will be summarily discharged. Of course, this adds fuel to the fire—the ‘fire’ being discrimination against persons with a history of epilepsy in employment policies and hiring practices.”

This was the theme adopted by Vincent P. Hippolitus, Director of Field Operations of the President’s Committee, in his address to employers and others at the Epilepsy In Industry Conference sponsored by The Greater Kansas City Epilepsy League, Inc., Kansas City, Mo., January 19.

Earlier in the day, these employers and civic leaders joined forces to find the answers to such questions as:

1. Why are we not employing people with epilepsy?
2. What can we do to facilitate the employment of people with epilepsy?
3. What can we do about people in industry who are known to have epilepsy?

These discussions were conducted by authorities in the field of rehabilitation and employment from the University of Kansas School of Medicine, Rockhurst College, Kansas City Industrial Medical Association, Aetna Casualty and Surety Co., Ford Motor Co., West-

ern Auto Co., Veterans Administration, Missouri Division of Vocational Rehabilitation, and the Missouri State Employment Service.

At the concluding dinner meeting that evening, Mr. Hippolitus called upon all employers to include the epileptic in the hiring program. He said that one of the greatest problems to be resolved if we are ever to put out the “fire” of discrimination against epileptics is the problem of “the definite policy of the employer who will consider the handicapped ‘within limits’—the employer who will hire a disabled person, but epilepsy goes beyond any imaginable stretch of those limits.”

He asked employers to “assist in putting this ‘fire’ out . . . to include the epileptic in the hiring program . . . to become a positive force in the national effort to gain a better understanding and acceptance of the person with epilepsy . . . to help break down some of the barriers now imposed.”

Mr. Hippolitus appealed to the employers not to dismiss the epileptic worker as a poor risk for employment, and he concluded his remarks by setting guidelines for all concerned—guidelines which can pave the way for giving qualified epileptic workers the opportunity and right to take their places in American industry. He said: “We must approach selective placement of persons with a history of epilepsy on the basis that *no* employer can be expected to hire the epileptic worker simply out of charity. Such employment must be economically justified.

"We must impress the epileptic worker with the fact that control of seizures is the central factor in establishing and maintaining his employability. He should be urged to avail himself of modern medication and attain better control of his seizures.

"When applying for work, the epileptic worker should seek the aid of a third party such as the State Employment Service, the State Division of Vocational Rehabilitation and others qualified to represent him effectively for the purpose of initial contact with a prospective employer. In this manner his tentative selective placement can be accomplished prior to the initial interview with the employer.

"We must convince management that the employment of persons with a history of epilepsy can be economically sound. We must convince the employer that after adopting a policy of giving equal opportunity for employment to persons with a history of epilepsy, he can follow through by use of selective placement procedures and acquire for his organization the needed skills, abilities, and potentialities so prevalent among these workers. He can expect good performance as indicated by the work history of those who have been properly placed, with no need to fear insurance costs unfavorable to his profit objective."

Mr. Hippolitus said that "all of this will require employer understanding and cooperation—the kind of cooperation that leads to the intelligent resolution of *any* problem. The epileptic worker who is capable of performing work should not be forced to go 'underground' in order to receive consideration for employment."

Wiedenmayer

(Continued from p. 7)

full extent of my deafness, and your associates need not know the full extent of yours either, provided that you younger people develop your ability to understand—I didn't say hear—others without even a hearing aid. This developed ability, combined with an aid, should enable many of you to enjoy a normal life."

Mr. Wiedenmayer attended regular schools, had private tutors, and learned lip reading while a child. This, coupled with some residual hearing which enabled him to speak, and help from his parents and teachers enabled him to attain a university degree. About that time electric hearing aids "became practical" and he acquired one.

But he says that the ability of a deafened person to understand others requires "one's development of a combination of favorable characteristics with which they were born. They include: degrees of intelligence, alertness, attentiveness, concentration, perceptibility, imagination, and sensitivity to vibration. . . ."

He also warns his audience: "Some physically handicapped tend to blame themselves or others for a failure whereas they should accept it, profit by it, and try to find the work they like and are best fitted for and then go to it with unswerving enthusiasm."

His story is an excellent example of how a person has overcome a severe handicap to lead a successful and useful life for the benefit of his community, the country, and the world.

SCOPE OF THE PROGRAM

EDITOR'S NOTE: *Below is reproduced an article prepared by the Office of Vocational Rehabilitation, Department of Health, Education, and Welfare. The article will appear in a revision of the publication, "This is the President's Committee."*

PRESENT estimates from the ongoing National Health Survey indicate that more than 40 percent of the men, women, and children in the United States have some chronic illness or impairment. This would be equivalent to nearly 70 million persons not including an estimated 1.3 million in institutions. By no means are all of these seriously handicapped or disabled in the sense of being limited in their ability to lead fairly normal lives. An estimated 13½ million of these persons living outside of institutions are limited in the amount or kind of activity they are able to perform, while an additional 3½ million are totally unable to carry on their major activity—working, keeping house, or attending school—because of their disability. This group includes 1 million who are homebound.

In all, an estimated 10 percent or 17 million of the population living outside of institutions have some degree of long-term limitation of activity due to chronic illness or impairment, ranging from 1 or 2 percent among persons under 15 years of age to 55 percent among those 75 and older. Roughly 88 percent of the cases of long-term disability are caused by some disease condition; about 5 percent by work accidents; around 5 percent by home, traffic, or other accidents; and 2 percent by congenital conditions.

About two-thirds of the group whose activity is limited are of employable

age. Most of these 12 million persons are working, doing their own housework or going to school despite handicaps which are serious for many of them. Among the remaining 6 million, a substantial number could be rehabilitated. Others are already qualified for work and are seeking jobs. The rest of these persons, however, are so severely disabled that there is little chance of their being restored to more productive lives with presently available rehabilitation methods, facilities, and financial resources.

Present estimates of the Office of Vocational Rehabilitation indicate that there are 2.15 million disabled persons in this country, living in or outside of institutions, who need, would benefit from, and want vocational rehabilitation services to enable them to work in the competitive labor market, in sheltered employment, or in their own homes. An estimated 270,000 additional disabled persons enter this group each year. This yearly increment is at least partly offset by those persons rehabilitated, the disabled who die, and those who lose the desire or potential for work.

The rate at which disabled persons with substantial employment handicaps are restored to the labor force through the State-Federal vocational rehabilitation program is increasing each year, going from 81,000 in fiscal year 1959 to 88,000 in fiscal year 1960.

From the Shores of Hell

By Janice Krenmayr

Editor's Note: *The Seattle Times* and Miss Krenmayr have graciously permitted us to reprint the article below which appeared in the *Seattle Times* of October 9, 1960, copyright, 1960, by the *Seattle Times Co.*

FROM the Shores of Hell to Autumn's Bounty is a pretty good description of George Pierre's life, although Pierre has a long way to go before his "autumn" years.

"Shores of Hell" and "Autumn's Bounty" are two books written by Pierre, an Okinagan Indian now living in Des Moines. They reflect much of his background, and give insight to his future.

Whatever the rest of his life may be, one thing stands out like a diamond from its setting: Adversity, in any cloak, will not vanquish Pierre. He has learned too many tricks as its sparring partner. He has a superb refusal to be licked.

Pierre, 34, is a technical writer for Boeing Airplane Co. He is mostly Indian, although his mother was half-Irish and his father, chief of the Okinagans, has a little French blood. Pierre grew up on his father's farm just outside the Colville Confederated Indian Reservation, which includes the Nez Perce and several other tribes besides the Okinagan. When he was 12, George quit school in the eighth grade to help support the family and work on his father's farm.

In 1942, when Pierre was 16, he enlisted in the Marine Corps. Sixteen months later, he splashed ashore in the Gilbert Islands with a wave of marines in the Battle of Tarawa—his first. A few hours later, they carried him out with a gunshot wound in the head.

Pierre always will bear the marks of that wound. It impaired the motor area of the brain, leaving his right side partly paralyzed. It also impaired his speech. Sometimes the words come slowly. But his friends don't mind waiting. They know it's worth it.

Six months after the battle, Pierre was discharged, and went back to his old home. With no education or occupational skill, with little hope of completely working out the paralysis in arm and leg, he could have retreated into a bitter world within himself. But he had too much innate courage.

Pierre had seen enough of life to know the importance of an education. Physically disabled or not, he would make something of himself! Then 18, he couldn't wait until school opened in the fall. His old high-school coach, the late Lloyd Priebe, who was superintendent of the Oroville School District and later the Maple Valley School District, was his first real mentor. Pierre remembers him with devotion.

Priebe loaned Pierre books; coached him in algebra; got a grade-school teacher to help Pierre iron out reading and speech difficulties. Pierre also

licked the problem of being a converted "southpaw" by the time he went back to Oroville High School, and added a typing class, adapting practice to his good left hand. He became student-body president, manager of the basketball team, and presided over some of the annual school shows.

Then Pierre hurried to Seattle, to enter Broadway High School (now Edison Technical School) for a summer session.

"Good teachers can give you tremendous inspiration," Pierre recalls, fondly. "I don't know what I'd have done without their help. I always had wanted to write, and Miss Helen Olson there was the first one who ferreted out that desire and encouraged me toward it." (Miss Olson now is director of language arts at Edison.)

Pierre believed that before he could write, he must "live," and a profession was a good way to start. He enrolled immediately after graduation in a prelaw course at the University of Washington, under the G.I. Bill of Rights program. He studied in various West Coast universities and earned four degrees in six years.

Between courses, Pierre worked as a movie writer for independent producers in Hollywood. He sandwiched evening courses in television writing into his schedule while studying for his master's degree in political science.

With that in his pocket, he freelanced in both movie and television fields. One series on which he collaborated with a director ran for five years on television.

By now, Pierre's main ambition to write had jelled. He determined to write a novel. He took a job as techni-

cal writer at Douglas Aircraft, since even novelists must eat.

"Writing is chiefly a matter of discipline," Pierre said. "I got myself an apartment six blocks from work and set up a schedule; two hours before work and three hours after. I wrote rough drafts in longhand first, and did my one-hand typing on final drafts."

The book, published by a private Seattle church press, was "Autumn's Bounty," a story about an old Indian hunter. In a review, the Maryknoll Book Club of New York described the old man's last hunt for a cougar as "a hunt of larger proportions; a quest after the deeper meaning of life itself," and likened the book to Hemingway's "Old Man and the Sea."

The book now is under consideration by an eastern publisher.

Pierre didn't wait for notices on "Autumn's Bounty." He followed it immediately with "Shores of Hell," a novel based on his marine experiences, which is under consideration by another eastern publisher.

Pierre soon will take a shooting script of "Autumn's Bounty" and a script for the Maverick television series to Hollywood to show an interested producer.

Pierre has learned to make every minute count. He tapes television programs and listens to them while cooking dinner or doing housework (he lives alone) to let the format and timing "sink indelibly into the subconscious." He plays tapes while he sleeps, to review his college French, Spanish and Latin, and "soak up" recorded great ideas.

Asked how he accomplishes so much, Pierre says, with a twinkle:

"Just don't get married."

Is he waiting, meanwhile, for results on his books and scripts? Naturally not. He's outlined another novel, based on his experiences as a physically "handicapped" person. In it, he will try to show that it isn't what life

makes of you—it's what you make of life.

From the Shores of Hell . . . to Autumn's Bounty . . . to the Triumphant Paralytic. It's a pretty good success story.

And it's all George Pierre's.

Texas Employers' Insurance Association

BELIEVES

Everybody wants to be needed. Everybody needs to be wanted. This desire is not peculiar to the able-bodied but is deep-seated within the physically handicapped too. Today, we in industry have the opportunity to share in the fulfillment of this desire, for there are many jobs already in existence in which the handicapped's performance is likely to be superior to that of the individual without physical impairment.

Insurance companies have long realized the need to rehabilitate injured workmen, so several years ago Texas Employers' Insurance Association joined other pioneers in such a program. We were not entirely altruistic in our thinking, for rehabilitation is not only humane it is good common sense. To provide the injured workman the most advanced medical and rehabilitative techniques is to help him overcome the crippling effects of disability and to start him on the road to maximum activity and usefulness. It is to take him off the charity roll and to put him back on industry's payroll.

In each of us there is at least one special, God-given talent. If industry will but seek it out and put it to work in its proper place, then hiring the

handicapped will be utilizing talents rather than giving charity. Statistics have proved that a disabled worker properly situated is often more loyal, punctual, reliable and productive than his so-called normal counterpart.

But most of us are from Missouri. We have got to see to believe. In August, 1945, Texas Employers' Insurance Association became the workmen's compensation insurance carrier for the Goodwill Industries of Dallas, which is staffed entirely by handicapped employees. With careful screening and proper placement coupled with an intelligent safety program, this concern over a 15 year period with us has incurred only \$36.60 in losses for every \$100 of premium. This compares most favorably with average incurred losses of \$57.00 for every \$100 of premium statewide for all types of industry. At the same time, the productivity of these physically impaired on necessary, useful jobs has enabled them to be self-sustaining, self-respecting citizens taking their rightful place in society. These are facts. Is there any wonder why we are staunch believers in *it's good business to employ the physically handicapped*.



This is part of a 4-page brochure which is being distributed throughout Texas in cooperation with the Governor's Committee.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

Photographic Firm Hires Cerebral Palsied

EDITOR'S NOTE: *The following article by Pat Dalton of the Chicago Daily News Service was recently brought to our attention by Delight Hall of the Daily News' Washington Bureau.*

A CHICAGO firm that specializes in giving fast service to its customers hires cerebral palsied people for messengers. And the reason is not necessarily altruistic.

Walter Kogut, manager of Rapid Copy Service, a photographic firm, says:

"We find that handicapped people actually get around faster than many who are not."

WHY?

It's like the story of the tortoise who beat the hare in a race because the latter lingered along the way.

"These people naturally are slower gaited," their pleased employer says, "but they stick to the job. They don't stop to gaze in windows or dawdle over coffee."

To them, the hard-to-find job they now have means more than a job—it means a chance to earn their own self-respecting way, and even a few extras.

Three of the young woman employees sat on a sofa in the office—in a well-dressed, cheerful, friendly row. Angeline Orland and Barbara Kreischer

like to save for traveling. Arlene Clauson, Bellwood, who loves music, recently bought a stereo set. They are among the 10 handicapped men and women Rapid Copy Service started to hire about 10 years ago.

Dr. Vernon Tracht, psychological consultant for United Cerebral Palsy and one of the four in the Chicago office who has the affliction, says:

"So many of these people are exploited in ill-paying jobs—one of them worked for \$10 a week as a maid—because they aren't able to find employment elsewhere.

"Our plea is for employers to give them a chance—they will almost never be disappointed."

Mr. C. V. Stucko, President of Rapid Copy Service, says he can't understand why he is receiving a citation from the United Cerebral Palsy organization for his missionary work.

Said Mr. Stucko: "At least 95 percent of the ones we hire turn out well—they're among the most courteous, willing, and capable workers we have. They're good ambassadors."

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Performance

THE STORY OF THE HANDICAPPED



*Attorney General Kennedy Presents Awards to
1961 National Essay Contest Winners*

The President's Committee on Employment
of the Physically Handicapped

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Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment
of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.

Chairman

Gordon M. Freeman, Victor Riesel

Vice Chairmen

William P. McCahill

Executive Secretary

Vol. XII, No. 1

July 1961

Lawrence T. Burdick, *Editor*

Leah Smuckler, *Associate Editor*

Contents

Cover Photo: Attorney General Robert F. Kennedy poses with National Essay
Winners: (Left to right) Carol Ross, Sharon Davis, William T. Benham,
Attorney General Kennedy, Claire Marek, and Wynona Laughlin. See story on
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General, the Administrator of Veterans Affairs, the Chairman of the Civil Service
Commission, the Director of the Office of Civil and Defense Mobilization, and
the Administrator of the General Services Administration.

Use of funds for printing this publication has been approved
by the Director of the Bureau of the Budget, June 11, 1959

"Firsts" Highlight 1961 Annual Meeting

A HOST of "firsts" marked the 1961 Annual Meeting of the President's Committee held April 27 and 28 in the vast Departmental Auditorium in Washington, D.C.

This was the first meeting attended by representatives from every State in the Union. Previous meetings came close to this record, but never quite made it. This was the first at which attendance pushed past 1,600, setting a new record by a large margin. It marked the world premiere of a march dedicated to the handicapped of America. It also marked the premiere of a new motion picture urging jobs for the handicapped.

It was the first Annual Meeting to bring together on one platform the top man of labor and the top man of industry, both agreeing that it is good business and good Americanism to hire the handicapped. And it was the first to feature a panel discussion on the mentally handicapped, reflecting the President's Committee's broadened mission to promote job opportunities for both the physically and the mentally handicapped.

Robert F. Kennedy, Attorney General of the United States, presented the President's Trophy to the "Handicapped American of the Year," Charles E. Caniff of Evanston, Ill., Executive Director of the Conference of Rehabilitation Centers and Facilities.

The trophy was made by handicapped students at the Institute for the Crippled and Disabled in New York.

The Attorney General assured the overflow audience of his own support and the support of his brother, the President, in the work of the Committee. He pointed out that President Kennedy's interest in the handicapped is deeply personal, since he himself has had to overcome severe disabilities in past years.

Mr. Kennedy also presented cash awards and certificates to the one young man and four young ladies who won this year's National Essay Contest.

Top prize, \$1,000 Judge Robert S. Marx Award, went to Wynona Laughlin of Melba (Idaho) High School. Tied for second prize, with \$350 going to each, were Claire Marek of Albuquerque (N. Mex.) High School and William Thomas Benham of Wilmington (Ohio) High School. A \$200 fourth prize was awarded to Sharon Davis of Northwest Classen High School in Oklahoma City, Okla., and a \$100 fifth prize went to Carol Ross of Burlington (Iowa) High School.

The Disabled American Veterans furnished the prize and expense money for the five national winners, and the AFL-CIO donated travel expenses so that all the other State winners could come to Washington for the occasion. (See story on page 8.)

As in past years, Mrs. A. B. Cohen of Cincinnati, Ohio, contributed plaques to the five national winners' high schools.

Two well-known clergymen gave the invocations at the morning sessions.

Rev. Dr. Frederick Brown Harris, Chaplain of the United States Senate, gave the invocation on Thursday morning and Brother Leo V. Ryan, C.S.V., Director of Continuing Education, Marquette University, on Friday.

Harold Russell, chairman of the Committee on Disabled Veterans of the President's Committee and National Commander of AMVETS, performed the Roll Call of States.

Mr. Caniff, 40-year-old former Marine night fighter pilot, whose legs were paralyzed in a wartime aircraft accident, received additional recognition at the Annual Meeting. Newscaster Edward P. Morgan of the American Broadcasting Co. recounted his life's story in a stirring "Monologue of Courage." And the U.S. Marine band played for the first time, in his honor, a "March of the Valiant," composed by Henry Stephan, retired Marine Bandman, and dedicated to all the handicapped of America.

Among the applauding spectators were Mr. Caniff's wife and three children, Michelle, Lynn, and Charles, Jr.

The first morning session featured two speakers: Michigan's Gov. John B. Swainson who lost both legs in a mine explosion in World War II, and Hall H. Popham, President of the International Society for Rehabilitation of the Disabled, from Ottawa, Canada.

Said the Governor:

"There are still many employers who almost automatically refuse to hire people . . . because they have a baseless fear that their insurance costs would be increased if they hired handicapped persons. The truth of the matter is, and I would like to emphasize this point very strongly, there are absolutely no provisions in our workmen's compensation policies that penalize employers for hiring disabled workers."

Said Mr. Popham:

"To develop and improve the work of the International Society in the vocational phase of rehabilitation, a new World Commission on Vocational Rehabilitation was recently established. I am happy on this occasion to make the first public announcement about the creation of this group."

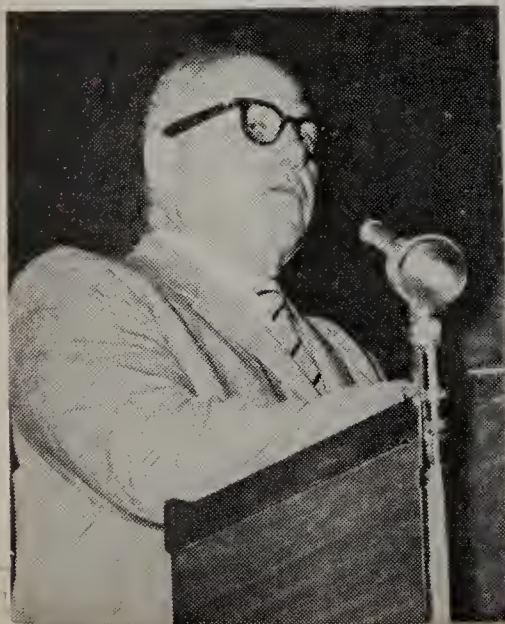
Commission objectives, he explained, would be to overcome vocational problems of the handicapped; to increase their employment opportunities, and to identify problems in need of research and study.

A pair of panels highlighted the 2-day meeting.

One was a landmark panel on employment of the mentally handicapped; the other was a hard-hitting "Shirt-sleeves" panel on "Translating Interest Into Action."

Moderator of the panel on the

George Meany



Harold Russell



J. W. McGovern



mentally handicapped was Dr. Ralph T. Collins, consultant in psychiatry for the Eastman Kodak Co., Rochester, N.Y., and chairman of the recently formed Committee on the Mentally Handicapped of the President's Committee.

Dr. Jack R. Ewalt, Superintendent of the Massachusetts Mental Health Center in Boston and Director of the monumental 5-year Joint Commission on Mental Illness and Health, set the stage by describing the scope and depth of the problem.

Dr. Gunnar Dybwad, Executive Director of the National Association for Retarded Children, discussed jobs for the mentally retarded, following up with an interview with John H. Dingle, an official of E. I. du Pont de Nemours & Co., Wilmington, Del. who has had experience in hiring the retarded.

Maurice J. Reisman, supervisor of Pennsylvania's Bureau of Vocational Rehabilitation, described what's being done to broaden the job horizons for 10 mentally restored. He, too, conducted an on-stage interview with Joel Sternberg, official in the manufacturing concern of Louis Goldsmith, Inc., Philadelphia, who has trained and hired a number of mentally restored persons.

Summing things up with a call for greater understanding and greater job equality was Albert Deutsch, well-known author and journalist, whose

many books in the mental health field have become classics.

The "how to do it" panel on "Translating Interest Into Action" featured the viewpoints of officials from industry, labor, small business, retail merchandising, and Government. Moderator of this panel was William L. Batt, Jr., Pennsylvania's Secretary of Labor and Industry at that time.

Speaking for industry was Frank G. Armstrong, Vice President in Charge of Personnel of the Burroughs Corp., Detroit. Labor's representative was Jay Rubin, President of the New York Hotel Trades Council, AFL-CIO. Speaking for small business was Josef E. Teplow, Industrial Engineer, the Ward Machine Co., Brockton, Mass. Discussing retail merchandising was Leo Weisfield, President of Weisfield's Inc., Seattle, Wash., and Chairman of the Washington Governor's Committee on Employment of the Handicapped. Government's representative was Theodore D. Wheaton, Director of Civilian Personnel of Tinker Air Force Base in Oklahoma City.

All agreed that it wasn't enough for top management to promulgate policy. Policy had to be transformed into action, all the way down the line, in order for job equality to be extended to the handicapped.

(Continued on p. 12)

Hon. John B. Swainson

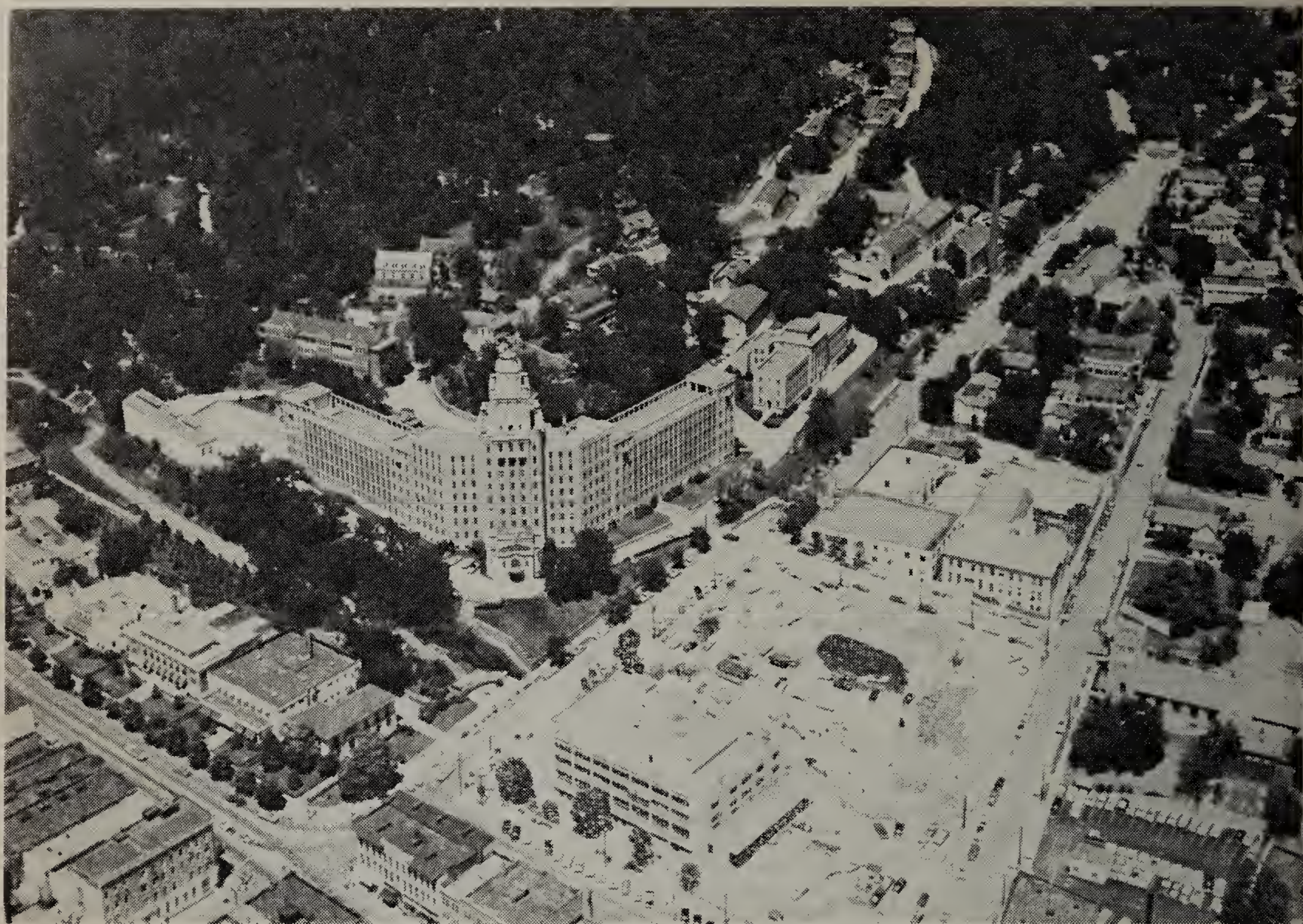


Hall H. Popham



Hon. Arthur J. Goldberg





Arkansas recently secured ownership of this Rehabilitation Center in Hot Springs, Ark., formerly a U.S. Army Hospital.

Hot Springs Completes Cycle of Southwest Regional Meetings

THE Hot Springs Regional Meeting, April 13-14, at the beautiful Velda-Rose Motel, was the fourth in the series of biennial meetings of the President's Committee held in the Southwest. This completes an 8-year cycle during which Arkansas, Louisiana, Oklahoma, and Texas at 2-year intervals have each been host to a regional meeting of the President's Committee.

Gov. Orval Faubus and Senator John L. McClellan were among the principal speakers for the 2-day joint session of the President's Committee and the National Rehabilitation Association.

Commenting on the growth, interest, and participation in handicapped employment and rehabilitation in the Southwest, Governor Faubus stated that attendance at the Hot Springs Regional Meeting more than doubled that of the last such meeting he had participated in. He expressed his appreciation for this record attendance and for the large turnout of employers. There were 91 employers at the employer luncheon. There were 406 paid registrations; this did not include more than 50 from Hot Springs who came.

(Continued on p. 10)

Executive Committee Report

THE Executive Committee of the President's Committee met April 25, presided over by its newly appointed chairman, Gordon M. Freeman, a Vice Chairman of the President's Committee. The committee's first action was a Resolution of Respect paying tribute to the late Director of Information of the President's Committee, Russell R. McGuire.

The committee approved nominations for the 1961 winners of the Physician's Award and the Public Personnel Award. Announcement of the names of the winners will come at a later date. The committee also approved Distinguished Service Awards, the President's Committee's highest award to organizations, to go to the National Association of Broadcasters and to the National Broadcasting Corp.

A special Distinguished Service Award was voted for the former chairman of the Executive Committee, Earl Bunting, who remains on the Executive Committee. Another personal Distinguished Service Award was approved for the Honorable Jennings Randolph of West Virginia. Senator Randolph is being honored on the occasion of the 25th Anniversary this summer of the Randolph-Sheppard Act.

Reports were received from 10 standing committees. All indicated progress along various lines, including an encouraging report of greatly increased activity among the Nation's libraries in publicizing employment of the handicapped.

The essay contest will remain an essay contest. There had been some dis-

cussion of changing it to a research project, term paper, or other title.

The Wheelchair Search project for a stair-climbing wheelchair has resulted in at least one idea that is considered feasible, and this is being pursued.

The committee was heartened to learn that the Interstate Commerce Commission is now interested in the possibility of revamping physical standards for amputee truck drivers in Interstate Commerce. This is real progress, for present regulations prevent amputees from driving in Interstate Commerce.

Progress is also being made with the problem of air travel for the ambulatory disabled. A meeting was held May 2 with various Federal officials, members of the air carriers and representatives of the President's Committee to attempt to establish a uniform policy for ambulatory disabled persons traveling by air.

A new "Employer of the Year" Award, sponsored by the National Association of Manufacturers, will be given annually to the employer with the best record in employing the handicapped.

Continued progress is being made in the building entrance project, and it is hoped that the American Standards Association, in cooperation with the National Society for Crippled Children and Adults, Illinois University, and the President's Committee will soon have workable and usable standards available so that eventually no public or semi-public or commercial building will

(Continued on p. 13)

Glimpses I *Annual M*



Attorney General Robert F. Kennedy presents President's Trophy to Charles Caniff. Mr. Caniff's wife and children were on hand to share in his happiness.



Jimmy Nichols, famed one-armed professional golfer, entertained delegates at the Thursday afternoon session.

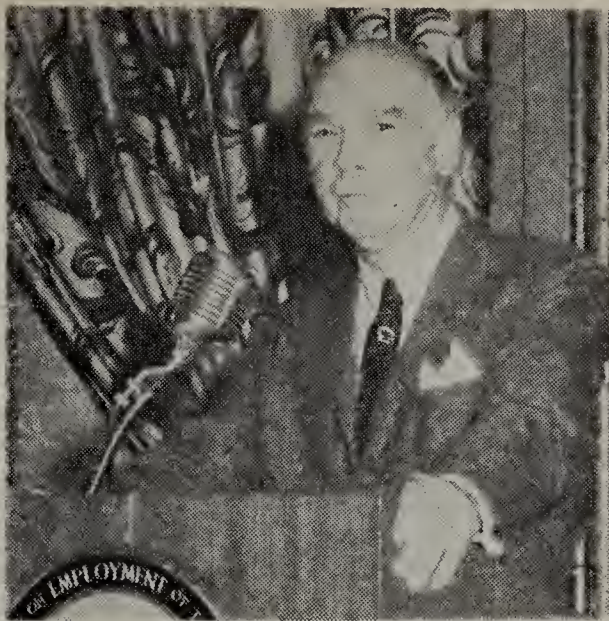


Gene Barry, better known to television audiences as "Bat Masterson," inspires essay winners and families with his remarks at luncheon sponsored by AFL-CIO.

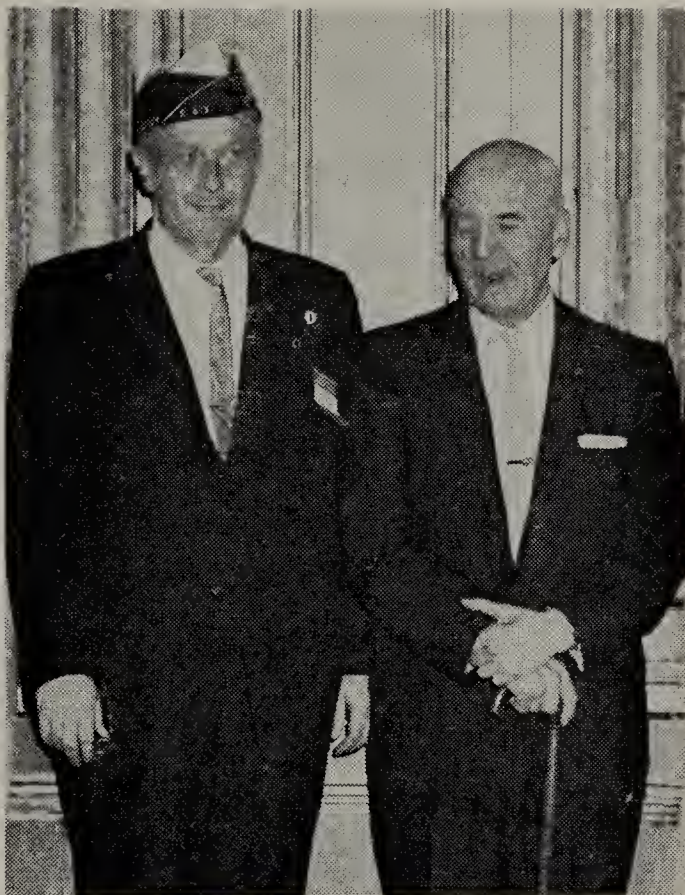


to meeting

Dr. Kenneth McFarland, of General Motors, combines humor with a serious message to the delegates at the International Luncheon. The U.S. Chamber of Commerce calls him "America's Number One Speaker."



ard P. Morgan, popular
scaster of the American
adcasting Co., delivers a
nologue of Courage" eu-
zing Mr. Caniff.



President's Committee Chairman
Melvin J. Maas (right) chats with
Frank Wood, National Director of
Employment Relations, Disabled
American Veterans.

no officials join in honoring Wynona
ughlin of Melba, Idaho, first place
onal winner of the essay contest:
ft to right) U.S. Representative
ph R. Harding; Gov. Robert E. Smy-
Mrs. Virginia Miller, Wynona's
her; U.S. Representative Gracie
st; Miss Laughlin; U.S. Senator
ry C. Dworshak; and U.S. Senator
nk Church.



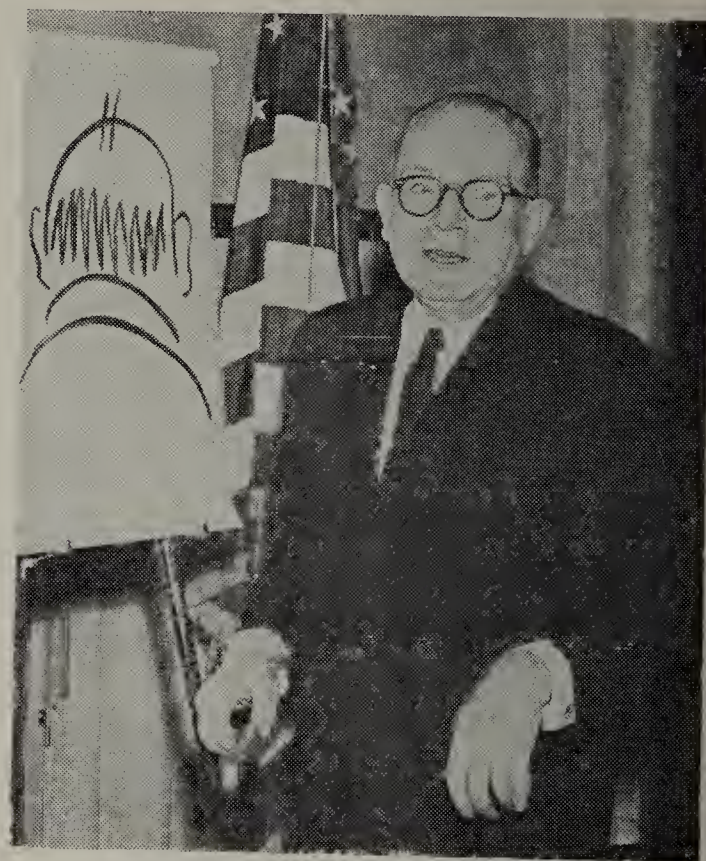
"Bat Masterson" Delights Essay Winners in Washington

THE State essay winners met nearly all of the big "names" in the Nation's Capital, but after it was all over, there was still much disagreement as to which celebrity made the best impression on the kids and their families.

At the opening session of the Annual Meeting, Attorney General Robert F. Kennedy spoke with true warmth and candor and knowledge about the Kennedy family's long interest in the handicapped and of President Kennedy's experience as a war-time hospital patient. Edward P. Morgan of the American Broadcasting Co. delivered a stirring "Monologue of Courage" about Charles E. Caniff, "Handicapped American of the Year." At the luncheon sponsored by the AFL-CIO for the essay winners, Toastmaster Allen Saunders delighted them with his cartoon capers, all the more significant to the essay winners knowing Mr. Saunders as the creator of the cartoon "Mary Worth."

But probably most of the winners got their biggest thrill when actor Gene Barry, "Bat Masterson" of the TV series, spoke to them at the luncheon. He told of his own long struggle to become an actor and left a serious message to youth that no goal is impossible for a truly dedicated young person.

"Bat" described at one point how he was encouraged in his career by a boyhood friend in New York City. He reported that the friend had now grown up, married, and raised a family of his own. And, to cap the climax, the friend's daughter, Doris-Lynne Garter



Allen Saunders, Toastmaster of the Essay Winners Luncheon, entertains guests with his cartoons.

from Bellerose, N.Y. was there in the audience as one of the 45 State essay winners. It was a rare and thrilling coincidence.

Each of the essay winners received a beautiful fitted, tooled leather case with a handsome wallet, key case, and other pocketbook accessories. The winners were individually photographed with George Schnitzler, Secretary-Treasurer of the AFL-CIO, who handed out the presents.

The luncheon took place in the beautiful South Ballroom of the Willard Hotel. Tables were made up of the winners, their escorts, and their families or teachers. Seated with Mr. Barry and Mr. Saunders at the head table were Mrs. Grace Nicholas, chairman of the

National Essay Contest, James Reynolds Assistant Secretary of Labor, and Wynona Laughlin, first place winner.

There was live orchestra music throughout the luncheon furnished by the AFL-CIO union musicians. A large contingent from Oklahoma was on hand, including five representatives of the Oklahoma legislature. They presented to Vice Chairman Gordon Freeman a Joint Resolution of the Oklahoma Legislature commending the President's Committee and participating organizations, agencies, and individuals for their support of the essay contest program. Mr. Freeman pointed out that it was the Oklahoma Governor's Committee which had first suggested that all the State essay winners be brought to Washington as part of their prize for winning the State contest.

After the essay luncheon, several walked over to the beautiful AFL-CIO building on 16th Street for a special tour, where the center of interest was a brilliantly colored mosaic mural, 17 feet high and 51 feet wide, a montage



George Schnitzler, Secretary-Treasurer of the AFL-CIO, presents gift to Sharon Davis, fourth place national winner.

of laborers at their work. The party was greeted by George Meany, President of the AFL-CIO.

Throughout the week at the Departmental Auditorium, at the Willard Hotel, and during a tour of historic Washington, the winners were trailed by a movie photographer. These movies will be edited down into a film which can be used in the high schools when next year's essay contest is announced. The film will show the arrival of the contestants in Washington, and will follow them about the Nation's Capital as they meet their Congressmen or Senators, as they are photographed in the Departmental Auditorium, and as they are honored by Mr. Kennedy and by the AFL-CIO.

On Friday morning the winners and their party climbed into buses for a tour of Mount Vernon and other places near historic Washington. At Mount Vernon everyone swarmed over the grounds to learn how the Father of our Country resided in the early days of the Republic. Of interest to many, was the little school at the far end of the gardens, big enough for only two students plus one teacher.

By 10:30 all were back on the buses and headed for Arlington Cemetery and the changing of the guard at the Tomb of the Unknowns.

When it was all over, one winner said: "This is what is so wonderful about the essay winners' trip to Washington—they learn that the true greatness of this Nation is based on institutions founded in the past and still honored today; freedom, liberty, justice, and equality of opportunity for all including the handicapped."

Hot Springs Meeting

(Continued from p. 4)

A combined total of over 700 persons attended the Thursday NRA and Friday Employer luncheons while another 300 attended the final banquet on Friday night where they heard Senator McClellan tell how Arkansas had secured ownership of the vast Hot Springs Rehabilitation Center, formerly a U.S. Army hospital. Senator McClellan predicted that eventually some 300 handicapped "students" from the southwest States would be undergoing rehabilitation in the Center.

In their remarks, Senator McClellan and Governor Faubus paid special tribute to the contributions of Don Russell, James Bland, and Elmer Fiddler for the success of the Arkansas program.

Four Workshop Sessions

"The Employer Viewpoint" was the theme for four concurrent workshop sessions. Chairman of the first was Sam Strauss, Jr., chairman of the Arkansas Governor's Committee and host chairman for the regional meeting of the President's Committee. Chairman of Committee No. 2 was F. X. "Ike" Armstrong, secretary of the Louisiana Governor's Committee. Committee No. 3 was headed by Theodore D. Wheaton, Chief of Civilian Personnel, Tinker Air Force Base, Oklahoma City. Chairman of Committee No. 4 was Laurence R. Melton, President of Melton Printing Co., Dallas, Tex., and chairman of the Governor's Committee in Texas.

The Texas delegation came to the meeting in the personal plane of Texas' Governor Price Daniel. Traveling to

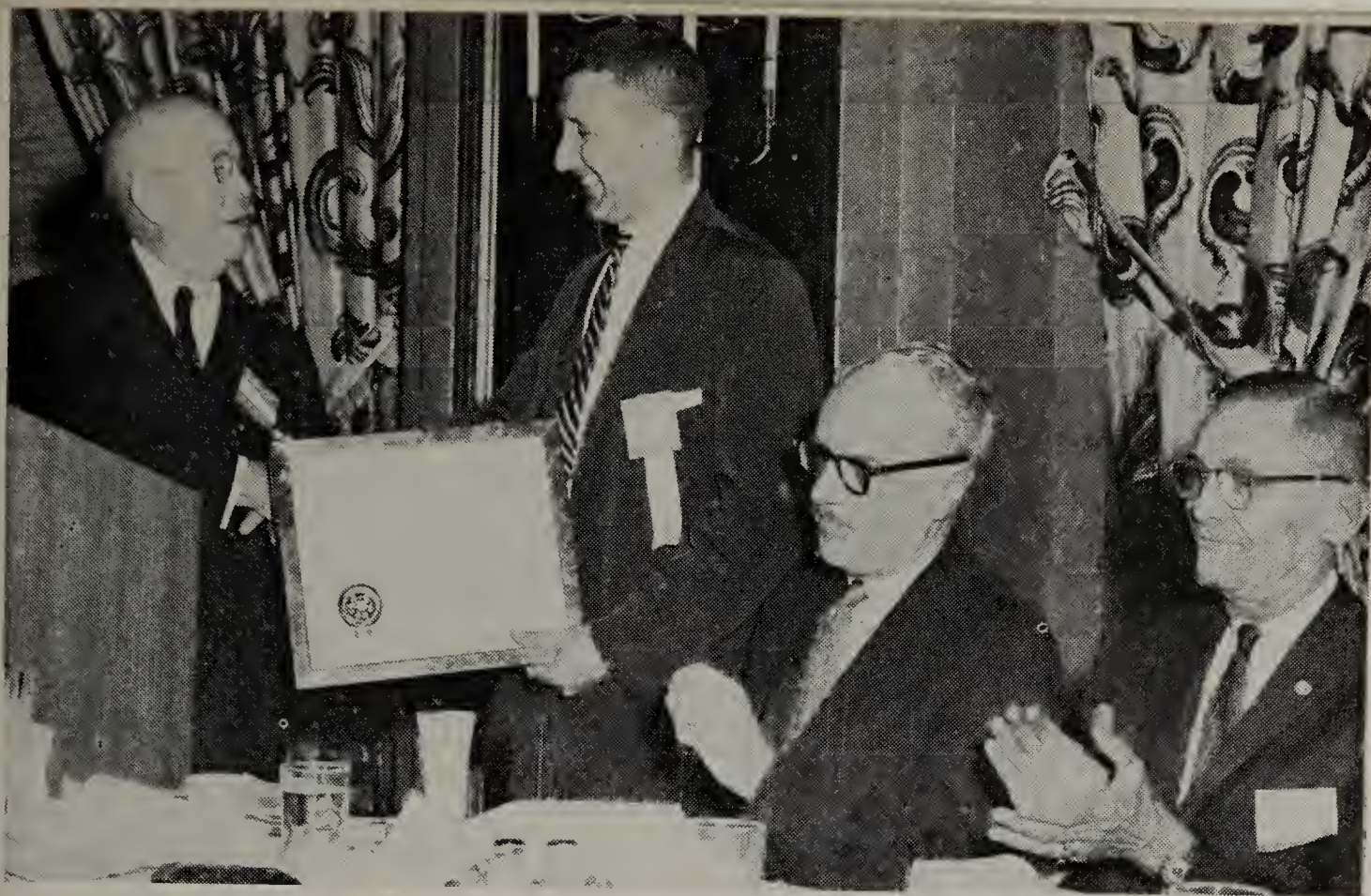
the meeting with the Texas delegation was Thomas R. Greening, former member of the President's Committee staff, who moderated the four-workshop session reports.

A resolution was presented to the NRA Resolutions Committee by Don Davis, secretary of the Oklahoma Governor's Committee. This called for support of State legislation for regular State appropriations of sufficient funds for a full time paid executive secretary to the Governor's Committee in each of the four States. Only Oklahoma now has such arrangements. Chairman Melton introduced a similar resolution at the final general session of the meeting, and this was unanimously approved.

Delegates were guests of the host State at a cocktail reception at the Sky View Room of the Velda-Rose Motel.

On Wednesday before the meeting, Employment Security representatives from the four States had an all-day business session with Hendrick D. Mugaas, representing the Bureau of Employment Security.

Illness prevented the attendance of Maj. Gen. Melvin J. Maas, Chairman of the President's Committee. In his letters to the program committee, General Maas noted that there was maximum attendance and record participation by employers. He indicated that a combined regional meeting of the President's Committee and NRA appears to yield far more attendance and more employer interest than would two separate meetings.



Earl Gammons (left), former Vice Chairman of the President's Committee, presents Chairman's Commendation to William P. McCahill. Seated (left) is Donald V. Wilson, Toastmaster for the International Luncheon, and far right is Committee Vice Chairman Gordon M. Freeman, who presided at the two morning sessions of the Annual Meeting.

International Luncheon

IT was most fitting that the closing event of a successful meeting be centered on a world outlook.

The International Luncheon, April 28, was the best attended of any held by the President's Committee, and many nations were represented.

The Invocation was given by Rt. Rev. Msgr. Edward A. McDonough, Director of Chaplain Service of the Veterans Administration.

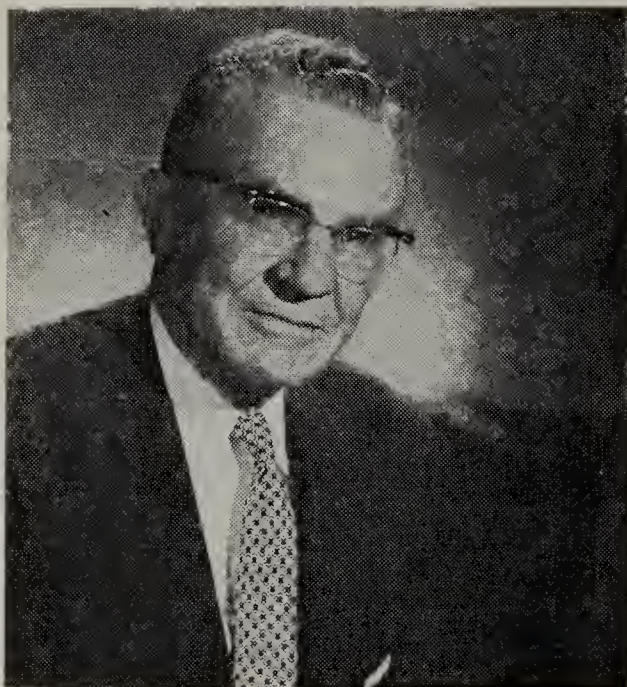
Toastmaster was Donald V. Wilson, Secretary General of the International Society for Rehabilitation of the Disabled, who introduced those seated at the head table and asked people from foreign lands to rise.

Among those international agency or foreign guests at the head table were Ralph Wright, Director of Interna-

tional Labor Organization; H. Worling, Chief Rehabilitation Officer for Workmen's Compensation of Canada; M. B. McKenzie, also of Canada; Hall H. Popham, President, International Society for Rehabilitation of the Disabled, Canada; Mrs. Popham; Ian Campbell, National Coordinator of Civilian Rehabilitation, Canada; Senor Romulo O'Farrill of Mexico; David Amato, International Cooperation Administration, stationed in Mexico; Dr. Miguel Angel Aguilera of Guatemala; P. J. Trevethan of Goodwill Industries of America and International Chairman of the National Rehabilitation Association; John M. Begg of the United States Information Agency; Commander Ian R. Henderson, General Secretary of the
(Continued on p. 13)

Annual Meeting

(Continued from p. 3)



J. M. Sweitzer

Sharing the same platform, the President of the AFL-CIO and the President of the National Association of Manufacturers also shared the same ideas.

Said George Meany, AFL-CIO President: "The progress of medical science has made it possible for almost every victim of a handicap to fill a useful place. That progress must be more strongly supplemented by better rehabilitation services, intensified placement efforts, improved workmen's compensation laws and, most important, closer partnership between labor and management."

Said J. W. McGovern, NAM Presi-

dent and a Director of the United States Rubber Co.: "We must work for better acceptance of handicapped workers by their supervisors, foremen and fellow workers. We must encourage the handicapped persons themselves, and their families, to realize their full employment opportunities. We must help them to aspire."

One of the highlights of the Meeting was the premiere of a documentary film in color, "Proud and Tall," produced and sponsored by Employers Mutuals of Wausau, Wis. and introduced by J. M. Sweitzer, President of the company, who spoke on "Workmen's Compensation—50 Years in Wisconsin."

Another highlight was a demonstration by a one-armed golf champion, Jimmy Nichols, "pro" at Westover Air Force Base golf course in Chicopee, Mass., and member of the Golf Advisory Staff of A. G. Spalding & Bros.

An International Luncheon was held on Friday afternoon. (See story on page 11.)

Presiding both mornings of the Annual Meeting was Gordon M. Freeman, a Vice Chairman of the President's Committee, and International President of the International Brotherhood of Electrical Workers. His union sponsored a reception for those attending the meeting on Thursday evening.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

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International Luncheon

(Continued from p. 11)

British Council for Rehabilitation of the Disabled; Stanley Allen, Executive Secretary, American Council of the World Veterans Federation; John Nesbitt, Director, World Commission on Vocational Rehabilitation (ISRDR); and Winfield Scott Smith III, Executive Secretary, People-to-People Committee for the Handicapped.

Dr. Kenneth McFarland, General Motors Educational Consultant and Lecturer, spoke on "Wake the Town and Tell the People." Besides being a polished and witty speaker, Dr. McFarland emphasized the urgency of a high level of morality in our daily living. The United States can offer the world ethical and moral attitudes in human relationships but first we must be sure our own standards are the highest.

Special awards were then presented to the day's honorees. Miss Mary Switzer, 1961-62 NRA President, was given the President's Committee Citation for Meritorious Service for her outstanding contribution to the field of rehabilitation of the disabled; a special ICA award had been given to David Amato the day before the luncheon for his excellent work in rehabilitation in Mexico and several other Central and South American countries; a surprise Commendation from General Maas was presented by Earl Gammons to Mr. McCahill for his work as Executive Secretary of the President's Committee and Vice Chairman of the People-to-People Committee for the Handicapped.

Benediction was said by Rabbi Lewis A. Weintraub of Temple Israel, Silver Spring, Md.

Executive Committee Report

(Continued from p. 5)

be built without at least one entrance providing easy access for persons with ambulatory difficulties.

Probably the most encouraging results of the meeting was the very fine series of reports by Federal agencies on their latest activities in the field of the handicapped. These reports will be distributed to State Committees.

The committee authorized appointment of a special Ad Hoc group to consider whether the name of the President's Committee should be changed. It will report at the next meeting of the

Executive Committee, probably this coming fall.

The dates for the 1962 Annual Meeting have been set for May 10 and 11 to immediately follow the annual meeting of the Council of State Directors of Vocational Rehabilitation.

The following were elected to membership on the President's Committee:

The Indoor Sports Club, Inc., Camp Fire Girls, Inc., Conference of Rehabilitation Centers and Facilities, Frank N. Killien, Doris M. Thompson, Mrs. Florence Fox, Phillip L. Salvatori, and Malcolm Hecht.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

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ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

President Kennedy Appoints Victor Riesel Vice Chairman

NEWSPAPER columnist Victor Riesel, permanently blind as a result of an acid-throwing attack, was made a Vice Chairman of the President's Committee on April 25. He was appointed to the post by President Kennedy just a few days preceding the Annual Meeting of the President's Committee.

Mr. Riesel was born in Manhattan, March 26, 1915. He attended City College of New York at night, earning both a Bachelor's degree and a Master's degree.

He started his newspaper career in 1930 and began writing a column on labor in 1943. He has served as a writer and columnist on several papers, including those in the United

States, Canada, Great Britain, and Australia. At present his column is syndicated in many newspapers in the United States.

Mr. Riesel was blinded April 5, 1956, when acid was thrown in his face as he stepped out of a restaurant in New York City. After he recovered, he returned to his desk at the New York Daily Mirror and the Hall Syndicate to continue his newspaper campaign to expose racketeers who were preying on legitimate unions, businessmen, and the public.

"I am delighted that Vic Riesel has agreed to take on one more crusade for his country," said General Maas in commenting on the appointment.

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THE STORY OF THE HANDICAPPED



*New Vice Chairman Presents
Committee Award to NBC*

The President's Committee on Employment
of the Physically Handicapped

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THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment
of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Gordon M. Freeman, Victor Riesel
Vice Chairmen

William P. McCahill
Executive Secretary

Vol. XII, No. 2

August 1961

Lawrence T. Burdick, *Editor*

Leah Smuckler, *Associate Editor*

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Cover Photo: (Left to right) Julian Goodman; Victor Riesel: Cyril Lee Ellison,
Post Commander; Orin Lehman, chairman, New York Governor's Committee.
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Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce,
Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster
General, the Administrator of Veterans Affairs, the Chairman of the Civil Service
Commission, the Director of the Office of Civil and Defense Mobilization, and
the Administrator of the General Services Administration.

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by the Director of the Bureau of the Budget, June 11, 1959

Vice Chairman Riesel Presents Distinguished Service Award To NBC

WITH Vice Chairman Victor Riesel doing the honors, the President's Committee expressed its appreciation to the National Broadcasting Co. and its affiliated stations for their efforts on behalf of employment of the handicapped.

Mr. Riesel made the presentation of a Distinguished Service Plaque May 15 at a luncheon of the Advertising Men's Post No. 209 of the American Legion in New York City. The award was accepted by Julian Goodman, vice president for news and public affairs of NBC. (See cover photo.) The luncheon program was dedicated to employment of the handicapped. The guest speaker was Maj. Gen. John Bruce Medaris, president of the Lionel Corp. and former chief of the Army missile and space program.

NBC was recommended for the award by the Advertising Post and the New York Governor's Committee.

In a brochure of nomination, the Legion post noted that 60 of the NBC radio and TV affiliates used 25,620 public service announcements in 1960; 7 others used 7,132 from 1948 to 1960.

The information was obtained by tel-

egrams sent to the station's promotion managers. The Legion post noted in its brochure the response was "about three times the normal response to requests and shows that stations take special interest in alerting audiences to a real need and the benefits to employers through hiring those who are handicapped."

In addition, the brochure pointed out several stations have handicapped persons on their payrolls. Several of the stations said announcements they aired resulted in many jobs for handicapped persons. Still others noted members of their staffs are members of Community Employ-the-Handicapped Committees.

The Legion post called attention to the fact that the network did features on various types of handicaps, employment of the handicapped, aids for the handicapped on several of its dramatic, documentary, and interview shows.

In its letter of recommendation, the New York Governor's Committee said: "The basis of this recommendation is extreme meritorious service rendered by NBC and its affiliates on a national basis in furthering public understanding of our objectives."

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

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Recipients of Goodwill Awards pose with H. Conwell Snoke, first vice president, Goodwill Industries of America, Inc., who made the presentations. *Left to right, standing:* Mr. Snoke; W. Scott Allan, Manager of the Medical Services Division of Liberty Mutual Insurance Co.; William P. McCahill, Executive Secretary of the President's Committee; and Dr. Frank H. Krusen, Director, Elizabeth Kenny Institute. *Seated:* Paul A. Schmidt, Director of Rehabilitation Services for the Goodwill Industries of Indianapolis, Ind.

Goodwill Recognizes Achievements of Rehabilitation Leaders

THREE leaders in the field of rehabilitation were honored by Goodwill Industries of America, Inc., for their outstanding service to handicapped people at Goodwill's awards dinner in Washington on May 5.

The award recipients were W. Scott Allan, Manager of the Medical Services Division of Liberty Mutual Insurance Co., Boston, Mass.; Dr. Frank H. Krusen, noted rehabilitation leader, who is on leave from the Mayo Clinic to serve as Director of the Elizabeth Kenny Institute in Minneapolis, Minn.;

and William P. McCahill, Executive Secretary of the President's Committee.

Mr. Allan has directed his company's medical service and rehabilitation programs for 10 years, responsible for rehabilitation center service, medical adviser program, rehabilitation nurse program, and specialized hospital program. He also has supervised medical loss control efforts and job placement activities. In addition, he has been active in the rehabilitation field through membership on rehabilitation committees, councils, and commissions.

Dr. Krusen is an international authority on rehabilitation of the handicapped and often called the father of physical medicine. He founded the Mayo Clinic section on physical medicine in 1935 and was responsible for getting physical medicine recognized as a medical specialty. He also has been honored as a Gold Medal Doctor by the American Medical Association, has been presiding officer of the International Congress of Physical Medicine, and has been active in many rehabilitation organizations. He became President and Director of the Kenny Institute in September 1960.

Mr. McCahill has been Executive Secretary of the President's Committee since 1947. He also serves as Vice Chairman of the Committee for the Handicapped of the People-to-People program.

The national Goodwill Worker of the Year award for 1961 was also presented at the dinner to Paul A. Schmidt, who has overcome muscular dystrophy to achieve the position of director of rehabilitation services for the Goodwill Industries of Indianapolis.

Now 38 years old, Mr. Schmidt has had his disability since he was 5 and has been in a wheelchair since 1946. His legs are completely useless, and he has limited use of his hands so that even writing is difficult. He is one of nine children of whom five have muscular dystrophy.

In his acceptance speech, Mr. Schmidt said:

"I must admit that a sad awakening came to me following graduation from college. I knew it might be difficult to

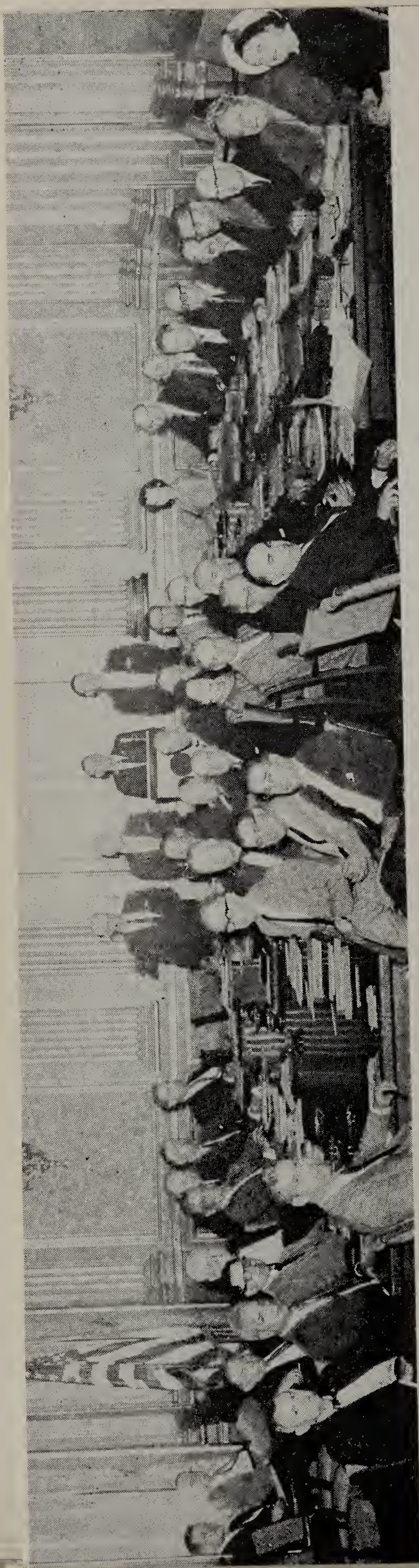
get a job, but I thought the degree would simplify the matter.

"It was soon apparent that employers were not about to buy just a degree. They were completely oblivious to my other assets because the diagnosis 'muscular dystrophy' completely obstructed their vision. Such labels and the appearance of a handicap are still the greatest barriers to the employment of the disabled.

"There remains for Goodwill Industries the challenge of satisfying the unmet needs of many who ask our help. . . . Research findings in rehabilitation are making it possible for us to serve greater numbers of people and reveal to us better methods and services. The lag between these findings and their adaptation . . . in our programs constitutes a serious gap. Financing these more costly methods and services, procurement of professionally trained personnel capable of putting them into use, integrating them into existing programs and retraining staff in order to augment the integration process must be undertaken to bridge the gap. What a challenge we face."

Dr. Krusen was the principal speaker at the dinner. He stated:

"If we can summon the full support of this country's resources of generosity and compassion, we can close the rehabilitation gap quickly and dramatically. We can respond to the needs of our handicapped here and abroad on a scale which can win us lasting respect and understanding. And in so doing we will proclaim more eloquently than any technological breakthrough, the true meaning of our way of life."



Executive Committee Meeting Caught by Camera

A PRODUCTIVE meeting of the Executive Committee of the President's Committee was held April 26. Also present were official Advisory Council representatives to the Executive Committee. Those who attended are pictured above.

Far left: John Nesbitt, World Commission on Vocational Rehabilitation, and Eugene R. Chapin, M.D., Civil Service Commission.

Seated at left table (left to right): James M. Newmyer, Newmyer Associates (foreground); Col. Henry E. Kendall, Interstate Conference of Employment Security Agencies; Charles Gallozzi, Library of Congress; Larry Volin, PC Staff; Arch A. Mercey, Merkle Press, Inc.; John M. Convery, National Association of Manufacturers; Millard W. Rice; Frank G. Wood, Disabled American Veterans; Louie E. Woodbury, Jr., National Association of Insurance Agents; Vincent P. Hippolitus, PC Staff; George Nelson, International Association of Machinists; E. B. Whitten, National Rehabilitation Association; R. C. Thompson, States Vocational Rehabilitation Council; A. L. Kirkpatrick, Chamber of Commerce of the United States; Robert C. Goodwin, Bureau of Employment Security; Abraham Stahler, Bureau of

Employment Security; and Arthur W. Motley, Bureau of Labor Standards.

Seated at table on the right (left to right) are: Benjamin H. Lipton, Bulova School of Watchmaking; Dr. H. Dwight York, Veterans Administration; Carl Murr, Civil Service Commission; Clarence W. Bird, The American Legion; Walter J. Mason, AFL-CIO; Miss Sylvia Spencer, Public Relations Council; Harold Russell, AMVETS of World War II; Lawrence T. Burdick, PC Staff; Dorothy Dunnigan, PC Staff; Dr. G. R. Fugal, General Electric Co.; Robert B. Lea; Aaron N. Solomon, Ace Electronics Associates, Inc.; Lawrence J. Linck; Ralph T. Collins, M.D., Eastman Kodak Co.; Bernard Posner, PC Staff; Carlton Hayward, Department of Commerce; Mrs. Esther Van Wagoner Tufty, Tufty News Service; and Miss Jayne Shover, National Society for Crippled Children & Adults, Inc.

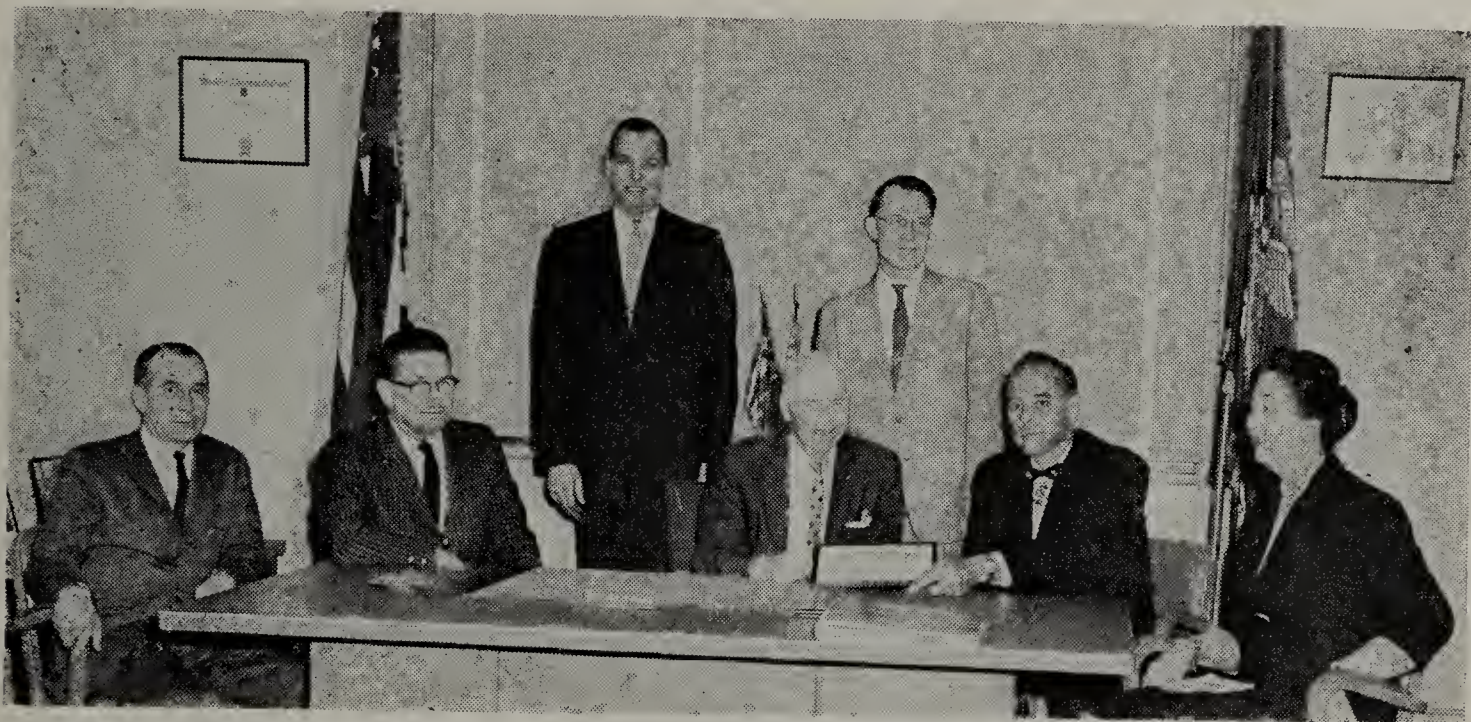
Standing, left to right, are President's Committee officials: K. Vernon Banta, Deputy Executive Secretary; Melvin J. Maas, Chairman; Gordon M. Freeman, Vice Chairman and Chairman of Executive Committee; and William P. McCahill, Executive Secretary. (The reporter is seated in front of Mr. Freeman.)

People-to-People Committee Honors Prosthetics and Orthotics Expert

FOR his outstanding contribution to international good will, Charles Arthur Hennessy has received the People-to-People Committee for the Handicapped Award. Mr. Hennessy is Chief Consultant on Prosthetics and Orthotics with the Veterans' Administration and also maintains his own manufacturing business in prosthetics.

the Committee as an "Unofficial Ambassador" during his tour.

In the picture, left to right, seated, are: Dr. Robert E. Stewart, Director, Prosthetic and Sensory Service, Veterans' Administration; Winfield Scott Smith III, Executive Secretary, People-to-People Committee for the Handicapped; Maj. Gen. Melvin J. Maas,

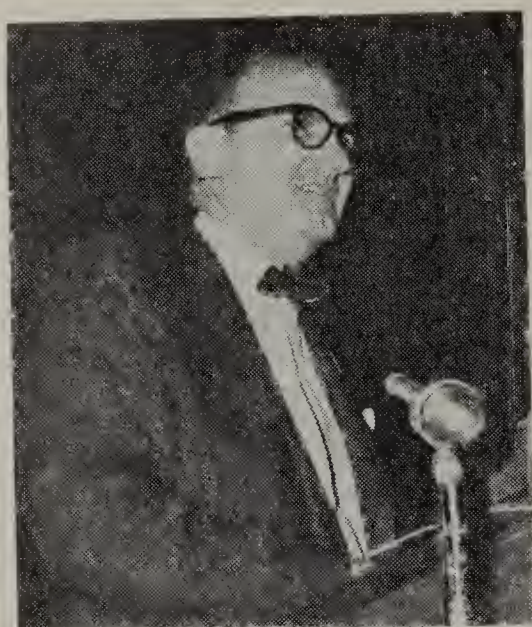


Through the State Department, Mr. Hennessy was given a Specialists Grant to make a tour of several South American countries for practical demonstration, lectures, and consultations in the field of prosthetics and orthotics in which he is an expert. Mr. Hennessy is himself an amputee.

The trip was an outgrowth of Committee for the Handicapped participation; and Mr. Hennessy also represented

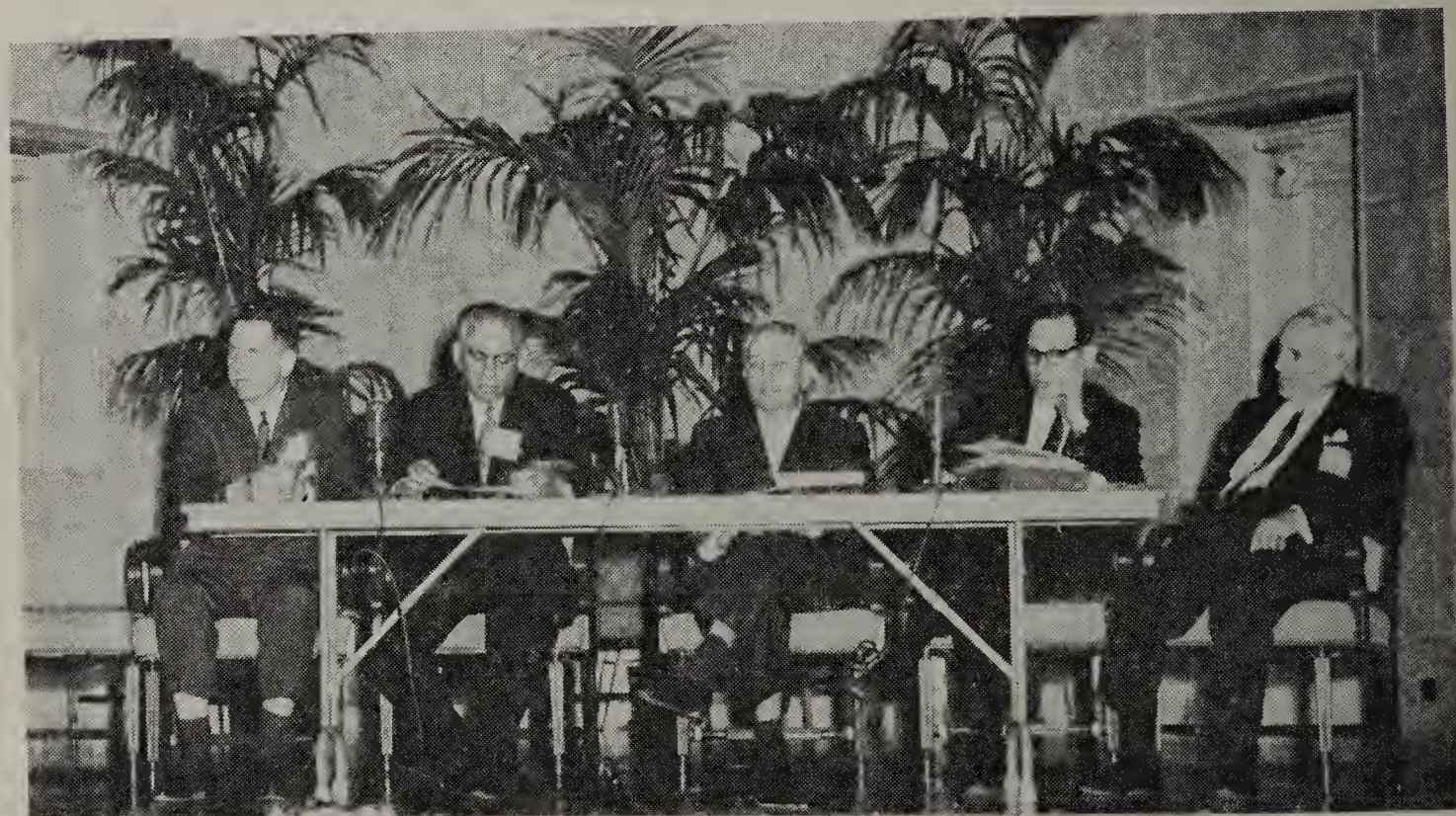
Chairman of the People-to-People Committee for the Handicapped, presenting the award to Mr. Hennessy; and Miss Phyllis W. Francis, Chief, International Unit, Office of Vocational Rehabilitation, Department of Health, Education, and Welfare. Standing are: Ralph Storrs, president of the American Orthopedic & Prosthetic Association; and Lester A. Smith, executive director, AOPA.

NEPH WEEK 1961—OCTOBER 1-7



Hon. William L. Batt, Jr.

Translating Interest Into Action



THE gentlemen above participated in the panel at this year's Annual Meeting which discussed employment of the physically handicapped from the viewpoint of industry, labor, government, small business, and retail merchandise. The Honorable William L. Batt, Jr., who was Pennsylvania's Secretary of Labor and Industry and Governor's Committee Chairman at the time of the meeting, presided as moderator of the April 28 panel. The other participants are, left to right: Frank G. Armstrong, vice president, Personnel, Burroughs Corp., Detroit, Mich.; Jay Rubin, president, New York Hotel Trades Council, AFL-CIO, New York, N.Y.; Theodore D. Wheaton, personnel director, Tinker Air Force Base, Oklahoma City; Josef E. Teplow, industrial engineer, Ward Machine Co., Inc., Brockton, Mass.; and Leo Weisfield, president, Weisfields, Inc., Seattle, Wash.

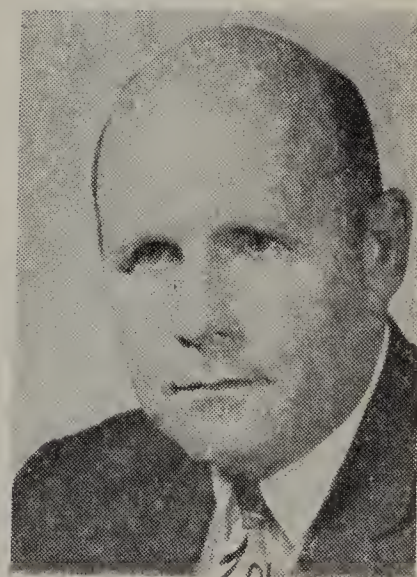
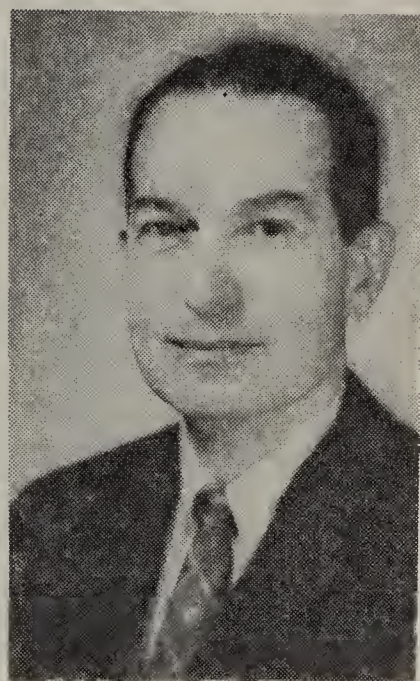


Ralph T. Collins, M.D.

Panel

Employment of the Mentally Handicapped

THIS year, for the first time, the Annual Meeting of the President's Committee featured a panel on the mentally handicapped. Ralph T. Collins, M.D., chairman of the Committee on the Mentally Handicapped of the President's Committee and consultant in neurology and psychiatry, Eastman Kodak Co., New York, served as moderator for the panel. The other participants are pictured here in clockwise order, starting with upper right: Dr. Jack R. Ewalt, superintendent, Massachusetts Mental Health Center, Boston; John H. Dingle, E. I. du Pont de Nemours & Co., Wilmington, Del.; Maurice J. Reisman, supervisor, Pennsylvania Bureau of Vocational Rehabilitation; the late Albert Deutsch, author and journalist in the field of social problems and mental health; and Dr. Gunnar Dybwad, executive director, National Association for Retarded Children, Inc. Mr. Joel Sternberg of Louis Goldsmith, Inc., Philadelphia, Pa., also participated in this panel.



Police Department Hires the Handicapped

HANDICAPPED employees are releasing policemen for active duty in Sioux Falls, S. Dak. It all began when Mayor Fay Wheeldon directed Chief of Police Kenneth Chamberlain to put the department on a 40-hour week but to keep within the department's budget. The logical place for the change was in the radio dispatch room, originally manned 24 hours a day by five patrolmen, three sergeants, and a captain.

been paralyzed from the waist down since childhood, due to TB of the spine. This is the first job that he has ever had, or been given the opportunity to perform, and he has made a remarkable adjustment to his handicap. Psychologically his outlook is optimistic and very well adjusted to the problems such a handicap presents, both physically and socially.

He has made himself acceptable to his fellow employees by his interest,



David A. Wilbur, a paraplegic, is successfully employed in radio dispatch room of police department, Sioux Falls, S. Dak.

Six handicapped persons, under the direction of a captain and two sergeants, now perform the sedentary radio dispatch jobs. The men handle the routine assignment of answering incoming calls, dispatching officers to scenes of accidents and crimes via two-way radio, maintaining logs of calls and radio messages, and referring calls to proper authorities.

One of these men is David A. Wilbur, a paraplegic.

Mr. Wilbur is 24 years old and has

good humor, and enthusiasm. What he lacks physically he has compensated for with a high degree of intelligence and commonsense.

"We have been pleased with the program and the success that these men have made of our venture," says K. E. Guthrie, personnel director for the city of Sioux Falls. "Our requirements are high, since the work is closely associated with police work, which means that we must endeavor to keep the public protected at all times."

Remarks of Attorney General Impress Delegates

EDITOR'S NOTE: *Attorney General Robert F. Kennedy presented the awards to the Handicapped American of the Year and to the five National Essay Contest winners at the opening session of the President's Committee's Annual Meeting, April 27. Before making the presentations the Attorney General spoke about the Kennedy family's closeness to the handicapped. His remarks were of such interest that we are printing them below:*

I AM INDEED very happy and pleased to be with you here this morning. I am sorry that my brother, President Kennedy, was not able to come personally. This is a matter that is very close to his heart, and except for the events of the last 10 or 12 days he would be with you here this morning.

I want to first congratulate the essay winners for their fine work and on the awards that they are to receive. I want to extend my personal congratulations and congratulations of the President to Mr. Caniff.

Just the short time that I have held the position of Attorney General and prior to that the several years that I spent as a member of the investigating committee, it became quite clear that the great problems and difficulties that we have in the field of corruption or dishonesty is because of selfishness, the concentration on the individual, the lack of interest in one's neighbor and one's community and one's State and one's government.

It seems to me that Mr. Caniff per-

sonifies the opposite, that he has devoted his time, his attention, and his work to helping and assisting his neighbors and his friends, making sure that people could move on in the world and seeing that they were not forgotten.

I want to congratulate him and tell him how impressed I am to be in his company today.

I want to congratulate all of you for taking this great interest in this project of helping the handicapped. It seems to me that there hardly can be a more important project for any of us because it gets all of us away from just our attention to our own problems and difficulties and gets us interested in those who are less fortunate and those who are less able to help themselves. I congratulate all of you.

As I said, I think that except for the important events of the last 10 days, the President would be here. He would be here because he knows personally the great problems and difficulties that the handicapped face. I don't think that there is any question that if it had not been for his experiences during the war and being badly wounded and incapacitated, that except for those experiences and being incapacitated for so many years, that he would not be President of the United States at the present time. He certainly would not have written his book, "Profiles in Courage," which won a Pulitzer Prize, except for the fact that he was incapacitated.

I doubt very much in looking over the history of Franklin Roosevelt that he would have been President of the

United States if he had not been incapacitated for a long period of time.

So those who have this problem and difficulty have major areas where they can make contributions to the United States. It is up to those of us who are more fortunate to help and assist these people and bring them along to meet the full extent of their talents.

I am happy that you are also undertaking the problem of helping and assisting the mentally incapacitated. One out of every 10 in the United States suffers from mental illness.

Right after the war my family became very interested in young children who were mentally retarded. We found that very few people in the country were caring for them. There were very few institutions. Mentally retarded children were something that one did not discuss with one's neighbors; they were placed in a closet in the backroom and forgotten. It was sort of a subject of embarrassment.

We felt that a good deal could be done and we established schools and homes around the country to help and assist these children and help and assist the parents. Unfortunately, the children went there and they just grew up and became older and still were not able to help and assist themselves.

In the last 2 or 3 years we have tried to establish a training program for these people so that they can go out and make a contribution to society and make a contribution to their families and to themselves.

With your interest now in this field, you can make the major contribution in the country in this field. I want to congratulate you and tell you how impressed I am with the work that you have done in the past and know that your work will continue, and that you will continue to add a great deal to your communities and to your State and to your Nation in these very trying times.

A New Relationship with the World

By Arthur Godfrey

NOT long ago, in the course of a TV "special," I learned about the way handicapped persons are being trained as watchmakers and watch repairmen by one of our large watch manufacturers. Being more or less banged up myself, I wanted to learn more about the project and through the courtesy of Gen. Omar Bradley of Bulova, I had the opportunity to see how the project operates and to talk with some of the wonderful people who are participating in it. Of course, I knew

vaguely about the fact that handicapped people had made progress in industry and the trades with the help of new devices and new training and through the expanded availability of Braille.

What I did not realize was how much progress had been made. And one thing that struck me most forcefully was to learn about wheelchair basketball, about amputee baseball and blind golf. When you consider that so many of our people who are whole and healthy and don't hurt anywhere just



Pictured with Arthur Godfrey when he visited the Joseph Bulova School of Watchmaking are: (Center) Benjamin H. Lipton, director, and (seated) Joe Balden of Bellefonte, Pa., who is studying to be a watchmaker. Mr. Balden, a paraplegic, is president of the Student Council at Bulova. He was injured while serving with the Army in Korea.

sit around and prowl the TV channels, it is all the more impressive that these people, who above all realize the value of physical fitness, have the guts and fight to get out and have at it.

I've been lucky—even though I creak and groan at the hinges as a result of an automobile accident in the early 1930's, sundry subsequent falls from horses, various sessions of surgery, et al., I've kept most of what the good Lord gave me. But I do know how tough it can be to get up the energy to move around when you hurt or you don't have the freedom of movement that most people enjoy.

This is why I feel that more people—

and particularly employers—should know more about the way that the handicapped people have themselves moved into a new relationship with the world through rehabilitation and self-help. A few years ago someone with a handicap lived with it outside the main stream of existence. Many far-seeing businessmen have helped change this situation—but it has been the handicapped themselves who have shown that given half a chance they'll seize a whole opportunity. Based upon my observations, there is still room for many more employers to learn about this program and do themselves some good by employing those who have overcome handicaps.

Henry Stephan Dedicates March to the Handicapped



Henry Stephan looks over manuscript of march he dedicated to the handicapped.

THE FIRST march ever to be dedicated to America's handicapped citizens received its world premiere by the U.S. Marine Band at the Annual Meeting of the President's Committee.

"March of the Valiant," as it has been titled, was written by a retired Marine bandsman, Henry Stephan, who, during his career, played for Presidents Taft, Wilson, Harding, Coolidge, Hoover, and Franklin D. Roosevelt. Mr. Stephan retired in 1933, and has been spending the past quarter of a century composing marches and working for an advanced college degree in music.

"March of the Valiant" was accepted as the official march of the President's Committee by its Chairman, Melvin J. Maas.

"Words are not the only means of telling the thrilling story of the handicapped," General Maas commented. "It can also be done with music. It has been done with this excellent march."

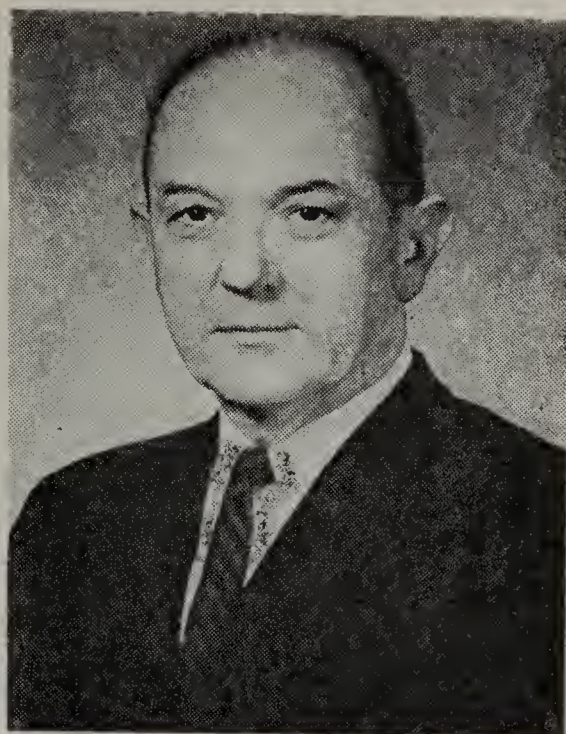
General Maas revealed that the score of the march will be distributed to Governors of all the States of the Union for use by State bands at meetings of Governors' Committees on Employment of the Handicapped and other events.

Dr. John L. Baker Dies

THE President's Committee regrets the passing of John L. Baker, M.D., a member of the Committee since October 1953, who died in April. Dr. Baker was one of the early leaders in the organization of Veterans Employment Committees in the Greater Philadelphia Area. He was chairman of the West Philadelphia Veterans Employment Committee and was active in finding employment for disabled veterans in that area. The idea was later expanded to cover disabled nonveterans as well.

The Need For Full Utilization of Our Human Resources

DEAN RUSK
Secretary of State



THE United States has never faced heavier and more taxing responsibilities in its international relations. If we are to discharge our task creditably, we must utilize fully and judiciously all available resources. The most valuable of them are the citizens of our country.

In using our manpower we cannot afford to overlook the vast reservoir of competence and talent offered by the physically handicapped. The right to the opportunity to work is the birth-right of all persons, irrespective of physical condition. It serves the interests of both the national welfare and the physically handicapped that they be given a fair chance to achieve self-sufficiency and to work in positions commensurate with their abilities.

This is not only a question of applying the Biblical concept of being our brother's keeper. It is a matter of upholding our best ideals and traditions of social justice, democracy, and equality of opportunity. It is a necessity for the continued economic development of this country and for maintaining its posture of strength and its leading role in the free-world partnership.

My personal associations with disabled workers have fortified my belief that, in carrying out their duties and contributing to the growth and strength of our Nation, their effectiveness matches that of their colleagues. I am confident that all employers will eventually come to see that in a great many jobs—more than is normally believed—it is both good business and a patriotic duty to employ the handicapped and to enable them to earn a dignified living.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

Milton Caniff's Cartoon Helps Hire the Handicapped

FOR the fifth consecutive year, the Advertising Council and the Outdoor Advertising Companies have made it possible for hire-the-handicapped billboard posters to be displayed throughout the United States.

This year's poster, which appeared during the month of July, was adapted from a cartoon drawn especially for the President's Committee by the well-known cartoonist, Milton Caniff. It shows a handicapped man painting out

the letters "DIS" and "D" in "DISABLED WORKER," so that what remains is "ABLE WORKER."

The same cartoon was used for the National Employ the Physically Handicapped Week poster this year—the poster distributed annually by the Bureau of Employment Security to all of its local offices.

Mr. Caniff is a member of the Cartoonist Committee of the President's Committee.



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President Kennedy Congratulates Blind Student

The President's Committee on Employment
of the Physically Handicapped

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Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

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William P. McCahill
Executive Secretary

Vol. XII, No. 3

September 1961

Lawrence T. Burdick, *Editor*
Leah Smuckler, *Associate Editor*

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Cover Photo: Daniel R. Webber (left) and President John F. Kennedy.
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Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Civil and Defense Mobilization, and the Administrator of the General Services Administration.

Use of funds for printing this publication has been approved
by the Director of the Bureau of the Budget, June 11, 1959

Helping Hand to the Handicapped

By Fred Zusy

EDITOR'S NOTE: *The following article is excerpted from a press release issued by Fred Zusy, President of Continental Press, Inc., Washington, D.C. The article was written for distribution to newspapers in foreign countries. Mr. Zusy is a former Associated Press foreign correspondent and bureau chief overseas.*

SOME weeks ago, President Kennedy took time out from the pressures of office to present \$500 awards to three university graduates for scholastic achievement. The President had a genuine look of admiration on his face as he said "These are three outstanding young Americans. I am very happy to have them here."

The three being praised did not see the look on the President's face. They

were blind—three of the total estimated of recorder "books" supplied by a national nonprofit organization.

This White House visit, at a time when President Kennedy was winding up preparations for his Vienna encounter with Nikita Khrushchev, spotlighted the attention paid here to the problems of the physically handicapped.

The problem is a universal one, it is being attacked on an international scale, wherever nations and governments have enough money to do so. A 1959 study prepared for a United States Senate committee said that throughout the world there were "tens of millions of men, women and children who are facing life with some serious handicap or physical disability." The study noted that over and above the humanitarian aspects, there was a

THE cover photo shows President Kennedy congratulating Daniel R. Webber, 24, of Saginaw, Mich., after presenting the blind law student from Notre Dame University with a \$500 award from the Recording for the Blind, Inc., New York City.

Mr. Webber was one of the recipients of the awards mentioned in the above article.

The other recipients were Cheryl L. Martin, 22, a Wittenberg University graduate from Mansfield, Ohio; and Helen V. Aareskjold, 22, resident of Brooklyn, N.Y., and graduate of Clark University (Worcester, Mass.).

Upon graduation, Mr. Webber will practice law. Miss Martin plans to work with disturbed children, and Miss Aareskjold will enter graduate school to study law or international relations.

960,000 blind persons in this country. The trio honored at the White House were among 2,200 able to pursue their university studies annually with the aid

shocking waste of productive capacity which was especially felt in the underdeveloped countries. Yet these underdeveloped countries were least able to

finance programs to rehabilitate the handicapped so that they could become relatively active, self-dependent members of society.

What has been learned in the United States concerning care of and assistance to the handicapped is now being made available to other countries, through the People-to-People program. The hospital ship, *Hope*, is part of that program. Shipments of artificial limbs to countries in need of such assistance is also part of the program. There is an exchange of information on techniques, treatments and procedures in rehabilitating crippled children and adults.

The United States is proud of its program. "Under democracy we care about people," says Melvin J. Maas, himself blind, who is Chairman of the White House Committee for the Handicapped. "Nowhere is the humanitarian attitude better demonstrated than in what people do for their unfortunates—their handicapped."

The U.S. National Government and the individual State governments are spending about \$780 million a year to maintain about 1,370,000 persons on public assistance because, as a result of major handicaps, they are unable to support themselves. This money helps support the dependent children of disabled parents.

But more important than this are two other major programs—one authorized by a law of Congress to train disabled persons for employment, the

other a national effort, coordinated by the Federal Administration, to help handicapped persons find jobs they can fill.

The Federal Government is now spending \$49 million yearly to help support programs in each of the States to help handicapped persons prepare themselves for employment and independence. The services provided include medical examination, physical restoration (hospital care or artificial limbs, for example), training for a job, placement and followup adjustment to the job. During the 18 years in which this Federal-State program has operated, more than 1 million handicapped men and women have been rehabilitated. More than 88,000 of these persons were established in productive work in 1960 alone—nearly 380,000 in the past 5 years.

There are 1,800 public employment offices in the United States, set up to help workers find jobs and employers find workers. Each of these offices has at least one staff member who concentrates on seeing to it that job applicants with certain disabilities are matched up with jobs they can do. For example, a man with one leg could fill a sitting-down job. These offices made more than 274,000 placements of handicapped workers during 1960. All told, according to government figures, there are some 7 million men and women with physical impairments employed and self-supporting in the United States today.

NEPH WEEK 1961—OCTOBER 1-7

They Don't Preach; They Practice In San Fernando Valley

SURE, John P—— had to return to the mental hospital four times. But I rehired him each time. Why not? He's a good worker."

These words by the president of an electronics firm sum up a change of attitude toward the mentally ill that's been taking place in the booming, sun-kissed San Fernando Valley of Southern California.

The reason has been an aggressive program of public understanding spearheaded by the Veterans Administration mental hospital in Sepulveda and by local mental health societies. "We don't just *educate* the community," said one VA official, "*we involve it.*"

In such an atmosphere of community-hospital "togetherness," it isn't

surprising that vigorous job-finding activities have come into being for ex-mental patients. Noteworthy among them are these:

The hospital has drawn up a panel of some 30 top businessmen, employers, personnel directors, and labor leaders in the Valley. Every other week it invites several panel members to come to the hospital and talk over job prospects with a pair of mental patients nearing their discharge. The panelists don't necessarily offer jobs; they offer advice and counsel on how to get jobs. Often, however, employment does result from these meetings.

The meetings have a two-fold advantage. They give mental patients
(Continued on p. 10)

Vocational Rehab Adviser Honored by ICA

DAVID M. AMATO, vocational rehabilitation adviser at the U.S. International Cooperation Administration mission in Mexico City, was presented with ICA's Meritorious Service Citation in a ceremony held at the Department of State on April 27. He received the award for his outstanding achievements in vocational rehabilitation work for the past 9 years in Mexico.

The presentation ceremonies coincided with Mr. Amato's return to Washington, D.C., to attend the Annual Meeting of the President's Committee.

Mr. Amato promoted the organiza-

tion and development of the Mexican Rehabilitation Association, an organization composed of 30 groups and more than 300 individuals working to solve one of the nation's most critical social problems—the rehabilitation of disabled persons.

Through Mr. Amato's guidance, the concept of rehabilitating disabled persons has spread to other Latin American countries. The recently developed Latin American Commission on Rehabilitation of Disabled Persons has affiliated organizations in 16 Latin American countries.

Mr. Amato also has helped establish

private rehabilitation programs. One such program, the Mexican Institute of Rehabilitation, is serving as a model for all of Latin America and is showing how private civic interests can work cooperatively with governments on rehabilitation matters.

Through Mr. Amato's initiative, over 150 U.S. specialists representing American rehabilitation organizations have participated in three professional meetings held in Mexico City.

He also enlisted the help of military research. The U.S. Army and Navy Prosthetic Research Laboratories have contributed to the establishment of a prosthetic program for the Mexican Institute of Rehabilitation that is a model in Latin America. The U.S. Air Force contributed by assigning specialists to evaluate the proposed rehabilitation programs.

Numerous articles by Mr. Amato on the subject of the physically handicapped have been printed in newspapers, health journals, and the Congressional Record.

The Mexican Rehabilitation Association has nominated Mr. Amato for the Lasker Award for his contributions to the advancement of international rehabilitation. This was the first time a non-Mexican has received this nomination.

Mr. Amato suffered from partial paralysis in his youth. Following graduation from high school in Atlanta, Ga., he entered George Washington University in 1931. While attending the university he was rehabilitated by the D.C. Vocational Rehabilitation Service. This stimulated his interest in helping the physically handicapped.

Retired Officer Starts New Career

COMDR. MAXWELL B. SABEN, USNR Ret., is a man who does not like to sit around. So, last fall, despite a nerve condition which limits his muscular coordination, he went back to school at American University in Washington, D.C., to learn more about public relations.

He enrolled in an evening course in publicity writing taught by Bernard Posner, Special Assistant to the Chairman of the President's Committee.

One of the assignments given the class was to write a series of "spot" announcements on the hire-the-handicapped program for use on both radio and television. In addition to being graded, the "spots" were judged by members of the President's Committee staff to select the best set for distribution to radio and TV stations through the State Governors' Committees.

After careful examination, the announcements prepared by Commander Saben were chosen.

The Commander became interested in the communications field when he was assigned to the Navy's recruiting program in 1948. By working with an advertising agency which handled the publicity, he learned a good deal about publicity and public relations.

In 1953, Commander Saben retired but continued to write Navy recruiting radio shows on a freelance basis for about 2 years. He also did some freelance radio scripts for the Voice of America. He became handicapped in 1955.

Of his new career, Commander Saben said: "The Veterans Administration interested me in it. I did not want to sit around and do nothing. With this (the courses in publicity and public relations) there is the possibility that like any other handicapped person I may get hired. However, I would like to continue freelance work, writing features, editing or something in the writing field."

Born in Leominster, Mass., June 25, 1895, Commander Saben attended public schools in his home town. He received a Bachelor of Science degree from Dartmouth College in 1916 and taught school in Baltimore for a year.

In 1917, he received a commission in the Naval Reserve and saw action during the next 4 years with the British Grand Fleet aboard the U.S.S. *Florida* and in naval headquarters in London. He was also on the staff of the commander of naval forces operating in North Russia. In 1921, he was commissioned in the regular Navy and saw service in Europe, China, and with the Haitian occupation forces. He held the rank of Major in the Haitian Garde and was Commandant of the Haitian Coast Guard.

In 1936, Commander Saben retired and spent the next 5 years as Administrative Adviser to the Liberian Government. In 1941, he went back into



Comdr. Maxwell B. Saben

the Navy and spent the next 4 years as Commanding Officer of the U.S. Naval Operating Base at Bahia, Brazil.

The Commander returned to the retired list again in 1945 and stayed on until one day in 1948 when he visited the Bureau of Naval Personnel. As a result, he was assigned to the recruiting program, and this assignment caused him to take the plunge into a new field.

Recent Gallaudet Grad To Become Religious Leader

MR. ALTON SILVER, recent graduate of Gallaudet College for the deaf in Washington, D.C., plans to become a spiritual leader for the Jewish deaf.

Upon completion of his studies at Hebrew Union College-Jewish Institute

of Religion in Cincinnati, Ohio, Gallaudet officials believe he will be the first deaf rabbi in the country.

As a senior, Mr. Silver was the Cantor of the newly initiated Jewish services conducted in sign language at

(Continued on p. 10)

A Handicap May Become an Asset in Many Cases

EDITOR'S NOTE: *The following article appeared in the January 1961 issue of MANAGEMENT METHODS. PERFORMANCE reprints to indicate how a handicap sometimes helps rather than hinders a worker.*

OFTEN a handicap can make a person better fitted for certain jobs than the physically normal worker.

Take the case of deaf mutes. At Speakman Co., such workers have proved especially efficient at noisy buffing, polishing, and drilling machine operations.

These men are sought out by this

Wilmington, Del., plant. After training, they usually reach full production capacity within 6 months.

There's no trouble in communicating with them since the mutes are adept at lip reading. And one problem never comes up—too much talking on the job. Further, being deaf, these workers never are annoyed or their hearing or work impaired by the extremely noisy surroundings.

Only one concession is made to the handicapped workers. They are paid on a base rate rather than an incentive system. This is done to eliminate any temptation to speed beyond a safe rate.

Rehabilitation Project To Help Severely Disabled

A NEW type of research and demonstration project designed to increase, intensify, and improve rehabilitation services for persons with extremely severe disabilities has been announced by Miss Mary E. Switzer, Director of the Office of Vocational Rehabilitation.

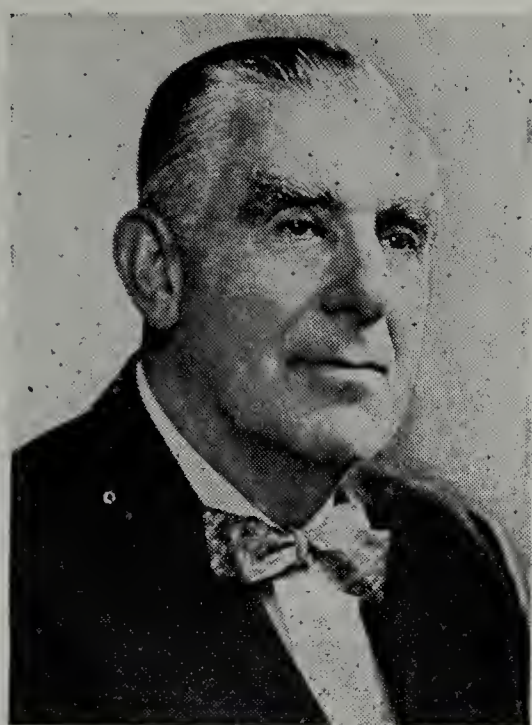
Grants totaling \$380,703 have been made in support of five projects in Massachusetts, Pennsylvania, West Virginia, Michigan, and Texas. In the 1962 budget, \$750,000 has been requested for similar projects.

Of the \$380,703 grant total, \$78,168 was awarded to the Massachusetts Rehabilitation Commission working in close conjunction with the Boston Dispensary Rehabilitation Institute; \$70,000 to the Pennsylvania Bureau of

Vocational Rehabilitation for work at its new rehabilitation center at Johnstown; \$83,044 to the West Virginia Division of Vocational Rehabilitation; \$69,999 to the Rehabilitation Institute, Detroit, Mich.; and \$79,492 to the Texas Institute for Rehabilitation and Research, Houston, Tex.

The new projects are directed toward service for those people who currently are receiving monthly disability cash payments under the disability provisions of the Old-Age Survivors' and Disability Insurance program.

The disabilities in such cases are of such severity as to require intensive and long-term services, generally at high cost and in areas away from the disabled person's home. In such cases the experience developed is expected to



Col. Harry D. Henshel

COL. Harry D. Henshel, 70, Vice Chairman of the Board at Bulova Watch Company, Inc., died May 15 at his home, 25 Central Park West, New York City, following a short illness.

In a letter to Mrs. Henshel, General Maas said, "Harry was a most ardent supporter of the national program to

Former Employer Committee Deputy Chairman Dies

give handicapped workers the opportunity to take their rightful place in American business and industry, and his loss will be felt by many throughout the Nation."

Colonel Henshel, at the time of his death, was an alternate to Gen. Omar N. Bradley, USA Ret., Chairman of the Board of Bulova Watch Co., who represents Bulova on the Employer Committee of the President's Committee.

"His leadership as Deputy Chairman of the Employer Committee under the late Arde Bulova was most instrumental in resolving the employment problems of many of our handicapped citizens," General Maas said.

demonstrate the effect of comprehensive and intensified services on readily identifiable groups of the severely disabled.

Sufferers from such disabilities as cardiovascular, neuromuscular, or respiratory conditions are expected to be the chief beneficiaries of the work.

Among the project objectives will be an exploration of new techniques and methods leading to advanced knowledge concerning: (1) the rehabilitation potential of the severely handicapped; (2) the nature of services, facility programs, and patterns of organization needed for serving this group effec-

tively; (3) data on the cost of rehabilitating them; (4) methods for improving interagency effectiveness; and (5) an evaluation of feasibility and current eligibility standards.

These objectives will be sought by providing a complete range of services for the severely disabled through the State rehabilitation agencies and established voluntary facilities, from initial evaluation to job placement and follow-up. Special surgical treatment and other rehabilitative measures not now ordinarily available to this type of person under the service programs of the State agencies also will be provided.

Cardiacs Featured at Atlanta Meeting

CARDIACS, the largest group of disabled persons seeking employment, highlighted the Southeast States Regional Meeting of the President's Committee in Atlanta, Ga., May 25.

A panel discussion on "Employment of Cardiacs," first ever held at a Regional Meeting, brought out these points:

Dr. Joe Bosworth, Regional Medical Director for Liberty Mutual Insurance Co., Atlanta, a panel member, observed that the company physician and the cardiac's personal physician often do not agree as to what kind of job the cardiac can do, and for how long he can do it.

Another panelist, Dr. Joseph C. Masee, Atlanta heart specialist, said it is "extremely difficult" to determine a cardiac's functional capacity for work and to predict his life span. "We are searching for a test to tell us this, but at present the best advice comes from the examining physician," he said.

He added that emotional stress must be taken into consideration in making predictions of the work capacity and life span of the cardiac. He pointed out that recent studies suggest that "the stresses of a given job is inherent in the individual and not in the job itself."

Eugene G. Mattison, Director of Industrial Relations for Lockheed Aircraft Corp., Marietta, Ga., a third panel member, said that 300 of Lockheed's 10,000 employees are cardiacs—persons who have had heart attacks or other heart trouble. "We have had a

pretty good experience in the employment of cardiacs," he observed.

The fourth panelist, Charles Mathias, Staff Representative of the United Steelworkers of America in Atlanta, stated that he felt that business and industry have a moral obligation to take back employees who have recovered from heart conditions.

Linwood Beck, Executive Director of the Georgia Heart Association, moderated the panel.

Other outstanding features of the one-day meeting included an address by Dr. G. Roy Fugal, Manager of Employment Practices of the General Electric Co.; a demonstration of "Preparing and Placing the Handicapped"; a discussion of "State Organizations and Programs"; a welcoming address by Wallace Jernigan, Aide to Gov. G. Ernest Vandiver of Georgia, and a keynote address by William P. McCall, Executive Secretary of the President's Committee.

Dr. Fugal, speaking at a luncheon the day of the meeting, observed that "hiring handicapped workers isn't an obligation; it's an opportunity."

He added that the climate of opportunity has changed for workers with handicaps, since more and more employers are accepting the disabled on the same basis as they accept the able-bodied.

"Hiring handicapped workers is not only good for society, it's plain good business," he concluded.

The demonstration, "Preparing and

Placing the Handicapped," was moderated by Bruce Hall, Secretary of the Georgia Governor's Committee. Participants were F. E. Wynn, District Supervisor of the Georgia Division of Vocational Rehabilitation; Giles Batchelor, Supervisor of Special Services for the Georgia Department of Labor; and W. A. Sims, Jr., President, Ben Kaplan, Secretary-Treasurer, and Miss Helen Adams, Administrative Assistant of the Master Manufacturing Co. in Atlanta.

Four handicapped employees of the company were presented to the audience. The panelists described the details of how they were prepared for employment and placed in suitable jobs.

The discussion of "State Organizations and Programs" featured the following:

J. J. Segars, Supervisor of Physical Restoration, Georgia Division of Vocational Rehabilitation, discussed placement of the severely handicapped.

Ernest F. Richards, Executive Secretary of the Tennessee Governor's Committee, described the Tennessee approach to broadening job opportunities for the handicapped.

F. Paul Rollin, Jr., Chief of Special Services of the Alabama Department of Industrial Relations, Montgomery, de-

scribed a year-round program of services for the handicapped.

Dill Beckman, Chairman of the South Carolina Governor's Committee, described his State's programs for the mentally restored and mentally retarded.

Dr. Robert C. Adair, Executive Director of Goodwill Industries in St. Petersburg, Fla., told about sheltered workshops for the handicapped.

Lyon W. Brandon of the Veterans Employment Service in Jackson, Miss., and Travis McCharen, Chairman of the Mississippi Governor's Committee, shared a discussion of how workmen's compensation affects employment of the handicapped.

Clifford M. Clarke, Jr., presided over the 1-day conference. He is Director of the Associated Industries of Georgia and Chairman of the Georgia Governor's Committee. National Coordinator for the meeting was Vincent P. Hippolitus, Director of Field Operations for the President's Committee.

Some 230 persons attended the meeting. They represented all the States of the Southeast area—Alabama, Florida, Mississippi, South Carolina, Tennessee, and Georgia. Included among the participants were 65 employees from 25 industries, 2 military installations and 5 governmental agencies.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

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San Fernando

(Continued on p. 3)

the reassurance that comes with knowing the community is concerned about their welfare; that they're not by any means forgotten men. And they give the panelists a new first-hand slant on mental illness. By coming into the hospital and chatting with patients, they see mental illness in a new perspective—as a disease which can be treated and very often cured. It loses its dark, dank mystery.

In sum, the meetings pave the way for understanding—and for jobs.

At the request of the hospital, the Valley's Rotary Club has taken on a project of finding jobs for at least four discharged mental patients each month. A committee of nine Rotarians—all community leaders—screen the patients, with the help of the hospital's staff.

A great deal of legwork, of telephoning, of contacting is necessary, but the Rotarians have been going about their tasks with zest.

"When you have a great cause like this, you don't think of the effort involved; you think of the results. And the results have been tremendous," said one Rotarian.

PEP stands for one of the most unique job-finding services in the country. In terms of the physically handicapped, the initials mean Professionally Evaluated People. For the mentally handicapped, they mean Professionally Endorsed Patients.

Twenty-one newspapers in the San Fernando Valley regularly donate space to carry large "Job Wanted" ads

featuring veterans, both physically and mentally handicapped, with PEP endorsements. The ads have been much more successful in placing the mentally restored than the physically handicapped.

The stamp of endorsement is what does the trick, hospital officials explained. Employers want reassurance, and they get it. They know that the hospital stands behind its placements and will step in at any time, should the need arise.

Does the need arise? Sometimes. But most often, should ex-patients need further medical care, their employers do not hesitate to rehire them when they're well again. Witness the man who had to go back to the hospital four times.

Gallaudet Grad

(Continued from p. 5)

Gallaudet. These weekly religious services were established under the sponsorship of the college's Department of Religion and made possible through donations by the National Jewish Welfare Board.

In the spring of 1960, Mr. Silver was awarded a gold key and membership in the National Hillel Society by the University of Maryland Hillel Foundation. He received this honor for his services as three-time president of Gallaudet's Hillel Counselorship and is the first Gallaudet student to receive this distinction. He served as the college's Hillel director this term.

Mr. Silver is the son of Mr. and Mrs. Moris Silver of Fort Worth, Tex. He is a graduate of Hollywood High School, Los Angeles, Calif.

World Vocational Rehabilitation

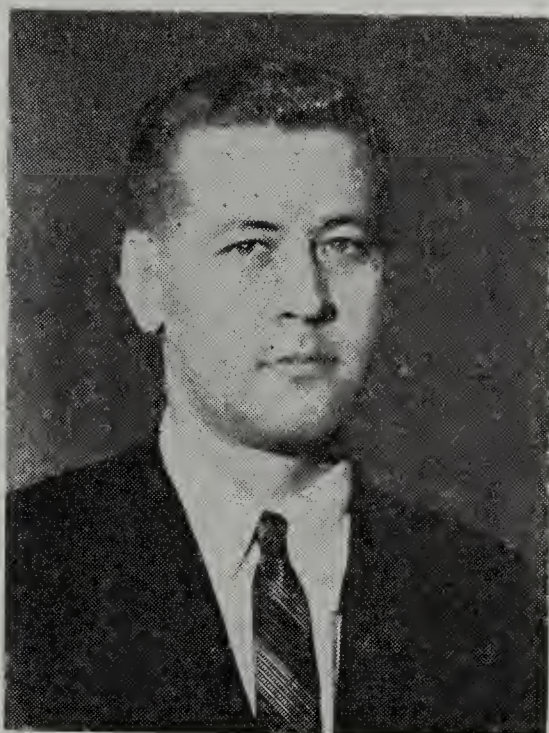
Commission Gets Underway

THE World Commission on Vocational Rehabilitation of the International Society for Rehabilitation of the Disabled was formally inaugurated last August at the Eighth World Congress of the International Society.

The objectives of the Commission will be to overcome vocational problems confronting disabled, increase employment of handicapped, and identify problems in vocational rehabilitation for study and research. Mr. Ian Campbell, National Coordinator of Civilian Rehabilitation in Canada, has been designated as chairman of the Commission. Funds for the project will be provided by the Office of Vocational Rehabilitation, Department of Health, Education, and Welfare.

The appointment of John A. Nesbitt as the first director of the new Commission was announced in April of this year by Hall H. Popham, President of the International Society. Prior to appointment, Mr. Nesbitt worked at the Institute of Physical Medicine and Rehabilitation, New York City, with the Therapeutic Recreation Department. He received his M.A. degree in rehabilitation at Columbia University in May.

Previously, Mr. Nesbitt served as Program Director of Junior Chamber International in Miami Beach, Fla. While with that organization, he developed a vocational rehabilitation program which is a prototype for inter-



John A. Nesbitt

national nonprofessional service organizations. This program has been implemented in 65 nations and territories.

The Commission will function as an integral part of the International Society for Rehabilitation of the Disabled. Although administered from its New York Headquarters, the Commission's activities will be directed by international members. Its immediate objectives are to initiate programs which stimulate employers to hire disabled, provide sheltered employment, and develop vocational guidance, training and placement functions around the world.

Mr. William P. McCahill, Executive Secretary of the President's Committee, has been named Vice Chairman of the Commission.

Pennsylvania To Host Regional Meeting

THREE important subjects on employment of the handicapped will be explored by three concurrent sessions in the President's Committee Mid-Atlantic Regional Meeting to be held at the Hotel Hershey, Hershey, Pa., August 29 and 30. The meeting is being combined with the Ninth Annual Conference of the Pennsylvania Governor's Committee.

The host State is Pennsylvania, and other participating States are Delaware, District of Columbia, Maryland, New Jersey, New York, North Carolina, Virginia, West Virginia, Puerto Rico, and the Virgin Islands.

Presiding at the opening session will be the Honorable A. Allen Sulcove, Secretary, Department of Labor and Industry for Pennsylvania. Greetings will be extended to the assembly by the Honorary Chairman of the Conference, Samuel F. Hinkle, President, Hershey Chocolate Corp. Following welcoming remarks by Maj. Gen. Melvin J. Maas, Chairman of the President's Committee, a keynote address will be presented by E. B. Whitten, Executive Director of the National Rehabilitation Association.

The subjects for the three concurrent sessions will be "Employing the Mentally Handicapped," "The Workshop As a Springboard to Competitive Employment," and "Employing the Physically Handicapped." Discussion leaders for these sessions have been drawn from the ranks of psychiatry, management, labor, and associations for the handicapped.

The Conference Banquet which is scheduled for the evening of August

29 will be addressed by the Honorable David L. Lawrence, Governor of the Commonwealth of Pennsylvania. Remarks on employment for the mentally handicapped will be made by Mrs. A. Felix du Pont, Jr., President of the National Association for Mental Health and a widely known leader in the field of mental health. Mr. Sulcove will also act as toastmaster for the banquet.

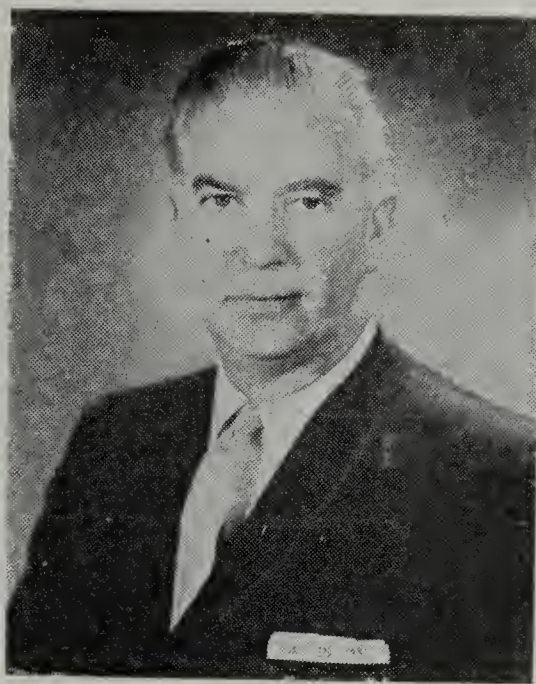
Chairmen and Secretaries of the Governors' Committees for the participating States have served as members of the Planning Committee which developed the program. Session participants were selected from each of the States in attendance. Francis K. Monahan, Executive Secretary of the Pennsylvania Governor's Committee is serving as Conference Secretary and is handling the on-the-spot details of arrangements and program. The National Coordinator for the Conference, representing General Maas, is K. Vernon Banta, Deputy Executive Secretary of the President's Committee.

The Hershey Regional Meeting is the first one to be held in the current fiscal year. The others coming up are: New England States, June 1962, in Newport, R.I., with Lawrence T. Burdick as Coordinator; Great Plains States, Fargo, N. Dak., tentatively April 23-25, 1962, Bernard Posner as Coordinator. No host States have yet been designated for the 1962 regional meetings of the West Coast States—Coordinator, K. Vernon Banta—and the Mountain States—Coordinator, Vincent P. Hippolitus.

VA Hiring Formula For Handicapped Produces Results

JOHN S. GLEASON, JR.

Administrator of Veterans Affairs



IT TAKES MORE than a clear statement of policy to create job opportunities for the handicapped. And it also takes more than grassroots-level activity. It takes a combination of both, for best results.

At least, that has been the formula for the Veterans Administration which has produced results like these:

More than 11,000 handicapped men and women now on the job, or one in each 14 VA employees. This is an increase in employment of the handicapped of more than 800 over the year before, and another 1,000 have been added to the list under changed criteria. VA has about 7 percent of all Federal employees, but it boasts a record of employing about 30 percent of all handicapped persons hired by the U.S. Government during the first half of Fiscal Year 1961.

The VA policy statement makes it clear that "... The services of physically handicapped persons will be utilized in the VA to the maximum extent possible consistent with staffing need requirements."

Putting policy into practice at every level, the VA has adopted many pro-

grams, among which are:

- Coordinators at agency, department, and field station level
- Managers' staff conferences
- Items in employee publications
- Articles in VA's Personnel Information Bulletin
- Distribution of posters and literature
- Local participation with Governors' and Mayors' Committees on Employment of the Handicapped, and with State Rehabilitation Agencies
- Evaluation visits as part of the personnel program
- Periodic checks by VA Internal Audit inspectors

Has it been worth the effort? VA, from time to time, has checked on the performance of its handicapped employees. The findings: they are more than holding their own; they are an outstanding group of employees, indeed.

As Administrator, I intend to give the "Jobs for the Handicapped" cause my continuing personal attention. For how can the VA urge employers to hire disabled veterans unless we practice what we preach—and practice it well? I can assure you we shall practice what we preach at all times.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

The Sheltered Workshop—Gateway To Independence for the Retarded

“MENTAL retardation is a state of mind—both for the retarded and for the general public.”

So commented Dr. Clement C. Vickery, superintendent of the Kansas Neurological Institute, at a recent seminar on services to the mentally retarded sponsored by Goodwill Industries, the University of Kansas, and the Office of Vocational Rehabilitation.

The more than 100 Goodwill Officials who gathered at the U. of K. campus in Lawrence, Kans., agreed that much has been done to study the state of mind of the retarded—to understand them, to help them lead useful lives. But much remains to be done to improve the state of mind of the general public—to create fuller acceptance of the retarded.

The retarded, it was pointed out, have to be considered as human beings, and not as persons wearing “tags” which set them apart.

Other speakers at the 3-day institute included Dr. Oliver P. Kolstoe, chairman of the Special Education Department of Southern Illinois University; Dr. Henry V. Cobb, psychology professor at the University of South

Dakota, and Dr. William A. Fraenkel, consultant at the National Association of Retarded Children.

These points also were brought out at the institute: Sheltered workshops, such as those operated by Goodwill, have proved excellent “staging areas” for the mentally retarded. Here, their potential abilities can be evaluated, and they can prepare themselves for later outside employment. Goodwill has been caring for the retarded for many years, long before any formal rehabilitation program had been developed for them. As one Goodwill official put it: “They had other disabilities along with their retardation. We classified them according to their physical handicaps, not their mental states.”

It's not sufficient to teach the retarded to work. They also must be taught to live in society and to get along with their fellow men. One group of retarded youths in a vocational school sent a spokesman to the superintendent of the school. “You taught us how to work; now teach us how to live,” he demanded. “We'll go to class at night, on week ends. Only please teach us.”

331. 8605

DER

Performance

THE STORY OF THE HANDICAPPED



Senator Randolph Receives Distinguished Service Plaque

The President's Committee on Employment
of the Physically Handicapped

OCTOBER 1961



Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment
of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Gordon M. Freeman, Victor Riesel
Vice Chairmen

William P. McCahill
Executive Secretary

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October 1961

Lawrence T. Burdick, *Editor*

Leah Smuckler, *Associate Editor*

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Commission, the Director of the Office of Civil and Defense Mobilization, and
the Administrator of the General Services Administration.

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by the Director of the Bureau of the Budget, June 11, 1959

Committee's Highest Honor Awarded To West Virginia Senator

WEST VIRGINIA's Senator Jennings Randolph was presented the President's Committee's Distinguished Service plaque recently by Melvin J. Maas, Chairman of the President's Committee. (See cover photo.)

The presentation was part of a ceremony commemorating the 25th anniversary of the signing of the Randolph-Sheppard Act which was signed into law by the late President Franklin D. Roosevelt on June 20, 1936. Under the law, the blind are given preference in the operation of vending stands and snack bars in Federal buildings.

The District of Columbia Commissioners' Committee on Employment of the Physically Handicapped recommended Senator Randolph for his work on behalf of the bill which he cosponsored, while a member of the House of Representatives, with the late Senator Morris Sheppard of Texas.

In addition, Senator Randolph has been active in the hire-the-handicapped program for more than 30 years.

As a lawmaker he has supported many pieces of legislation concerned with the rehabilitation and employment of the handicapped. The Senator has championed the cause of the handicapped both in and out of Congress.

The plaque is a mahogany shield on which is mounted the President's Committee Seal and a plate bearing the recipient's name and the facsimile signature of the President of the United States.

According to the Office of Vocational Rehabilitation of the Department of Health, Education, and Welfare, there were 649 vending stands in Federal buildings around the country operated by 688 blind persons as of June 30, 1960. As of the same date, the OVR figures show 1,429 stands in non-Federal buildings in the Nation operated by 1,528 blind persons. For the year ending June 30, 1960, the operators in both Federal and non-Federal buildings netted \$7,541,304.

Sylvia P. Howard Named Committee Liaison Officer

MAJ. Gen. Melvin J. Maas, USMCR Ret., Chairman of the President's Committee, recently announced the appointment of Mrs. Sylvia P. Howard as Liaison Officer of the Committee.

She will have responsibility for the development of programs, in cooperation with Governors' Committees and women's organizations, to improve the employment climate for handicapped persons. She will work in close cooperation with the Women's Bureau of the U.S. Department of Labor and the Office of Vocational Rehabilitation of the Department of Health, Education, and Welfare. Mrs. Howard came to the Committee from the Women's Bu-

reau where, as Field Representative, she had wide experience in working with women's organizations.

General Maas said: "The promotion of employment opportunities for the handicapped requires the cooperation of both men and women in all fields of endeavor. Women's organizations have great ability—and a great willingness—to help in the national effort to fully utilize the talents and skills of handicapped workers."

He added: "I am delighted that Mrs. Howard has joined the staff, and I am sure that with her background in public relations and employee-employer relations she will contribute a great deal to the program through contacts with women's organizations and women workers."

Mrs. Howard has long been interested in the employment of the handicapped, and served on the Planning Committee for the 1960 Annual Meeting of the President's Committee.

A native of Philadelphia, Mrs. Howard studied economics at Temple University. During and after World War II, she had wide experience in employee-employer relations and administration of labor legislation.

Mrs. Howard served as Chief of the Appeals Section of the Smaller War Plants Corporation, worked for the War Production Board on problems related to the distribution of critical materials for war and civilian production, and was Price Analyst for the Office of Price Administration.



Mrs. Sylvia P. Howard

In 1947, Mrs. Howard established and successfully operated her own advertising agency. In 1948 she returned to the Federal Government with the Office of International Trade, Department of Commerce, to make a study of exports and tariffs, and write a column in *The Foreign Commerce Weekly* and *World Trade in Commodities*.

In 1950 she was appointed to the Wage and Hour and Public Contracts Divisions of the U.S. Department of Labor as an economist, and was concerned with coverage and other aspects of the minimum wage law.

Mrs. Howard was appointed Field Representative of the Women's Bureau in 1957 under the direction of the Assistant to the Secretary of Labor. In this capacity she worked closely with State Labor Departments, and represented the Bureau in programs related to the economic progress of women.

**Plan Now To Attend President's Committee Annual Meeting
May 10 and 11, 1962**

JOINT STATEMENT 1961

By the Associate Members

We, the Associate Members of the President's Committee on Employment of the Physically Handicapped, do hereby reemphasize the basic American principle of the equality of men, the handicapped and the able-bodied alike.

We recognize that men cannot be equal so long as their opportunities for employment are not equal.

We recognize that, though great advances have been made in furthering job equality for the handicapped, there still are unmet needs in our land.

We seek no special privilege for the handicapped; merely their right to opportunity. We believe in measuring a man for employment by his abilities rather than his disabilities.

We urge this measure of man as a guide to his employment, whether the employer be Federal, State, or Municipal Government, or private industry or business. We urge it, too, as a guide to his reemployment, should he be injured or disabled on the job.

To be refused employment for any reason is not pleasant. But to be refused without consideration, without any attempt at objective evaluation, merely because of a handicap, is indeed a bitter experience. We therefore urge all employers—in Government, the professions, industry, and business—to weigh all handicapped applicants fairly; to weigh not their disabilities but their worth as useful and productive members of our labor force.

Each of us, in his own way, can contribute to President Kennedy's great efforts to show the world the high purpose of American democracy. Nations on this globe are watching with more than passing interest America's consideration of her less fortunate sons and daughters. In our treatment of the handicapped, these Nations can see what is fine and noble about our democracy.

Signed:

DEAN RUSK, Secretary of State.

DOUGLAS DILLON, Secretary of the Treasury.

ROBERT S. McNAMARA, Secretary of Defense.

ROBERT F. KENNEDY, Attorney General.

JAMES E. DAY, Postmaster General.

STEWART L. UDALL, Secretary of the Interior.

ORVILLE L. FREEMAN, Secretary of Agriculture.

LUTHER H. HODGES, Secretary of Commerce.

ARTHUR J. GOLDBERG, Secretary of Labor.

ABRAHAM A. RIBICOFF, Secretary of Health, Education, and Welfare.

JOHN GLEASON, JR., Administrator of Veterans Affairs.

JOHN W. MACY, Chairman, Civil Service Commission.

FRANK B. ELLIS, Director, Office of Civil and Defense Mobilization.

JOHN L. MOORE, Administrator of the General Services Administration.



Missouri TV Station Lights Way for Handicapped

DURING the early weeks of January, the News Tela-Sign atop St. Louis, Mo.'s TV station KTVI, carried this statement, "Hire the Handicapped." Thus, passing employers and the public were given almost round-the-clock exposure to a vital community need.

In recognition of this support of the hire-the-handicapped program, which was contributed by the station as a public service, the President's Committee presented KTVI with a Citation for Meritorious Service. Col. John J. Griffin, a member of the President's Committee and former Chairman of the Missouri Governor's Committee, made

the presentation on a newscast, March 25. The award was accepted for the station by Bruce Hayward, Director of Public Affairs. In addition, J. Joseph Bernard, General Manager of KTVI, was given a Citation in recognition of his individual contribution.

Through years of programming, a great many TV viewers of KTVI have been made aware of the importance of hiring workers on the basis of ability rather than disability. KTVI is a vital part of the community employ-the-handicapped program to promote additional employment opportunities for physically handicapped citizens.

BY THE PRESIDENT OF THE UNITED STATES OF AMERICA

A PROCLAMATION

WHEREAS equality of opportunity has long been one of our most cherished ideals; and

WHEREAS equality of opportunity for employment should not be denied any qualified person because of a physical handicap; and

WHEREAS the physically handicapped of our country have amply demonstrated their productive capacity when employed in positions suited to their special skills and talents; and

WHEREAS there are in this Nation today those who are physically handicapped but are otherwise qualified for useful work who have not yet achieved equality of opportunity for employment; and

WHEREAS the Congress, by a joint resolution approved August 11, 1945 (59 Stat. 530), has designated the first week in October of each year as National Employ the Physically Handicapped Week and has requested the President to issue a suitable proclamation each year:

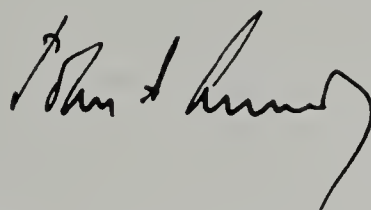
NOW, THEREFORE, I, JOHN F. KENNEDY, President of the United States of America, do call upon the people of our Nation to observe the week beginning October 1, 1961, as National Employ the Physically Handicapped Week, and to cooperate with the President's Committee on Employment of the Physically Handicapped in furthering equality of opportunity for employment of the physically handicapped.

I also urge the Governors of States, mayors of cities, and other public officials, as well as leaders of industry, educational and religious groups, labor, civic, veterans', agricultural, women's, scientific, professional, and fraternal organizations, and all other interested organizations and individuals, including the handicapped themselves, to participate actively in this observance.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the Seal of the United States of America to be affixed.

DONE at the City of Washington this first day of August in the year of our Lord nineteen hundred and sixty-one, and of the Independence of the United States of America the one hundred and eighty-sixth.

[SEAL]



By the President:

DEAN RUSK

Secretary of State

The WMCA Story

By Milton Cohen, Executive Director,
Federation of the Handicapped

JULY 18, 1961, marked the anniversary of a year-long public service to the handicapped on the part of one of the most outstanding radio stations in New York City. Four times a day over WMCA "The Handicapped Worker of the Day" is broadcast. The story is of some able man or woman—sometimes with a visible handicap, sometimes an epileptic or a cardiac—who has had difficulty convincing an employer he has something to give.

The material is prepared from the case work files of the Federation of the Handicapped. Every story is true, and the difficulties as well as potentialities of the worker are compressed into 110 words. The results have been in some cases startling, not only because they lead to actual placement of the individual worker, but because the byproducts have aided the handicapped in unexpected ways.

On one occasion a housewife telephoned the Federation of the Handicapped suggesting that her husband could use a group of home typists. Five workers are now employed on typing labels with a good chance of further work. On another occasion a member of the Newspaper Guild driving into New York from Long Island heard "The WMCA Handicapped Worker of the Day" on an early morning broadcast. He telephoned the

placement service of the Federation, asking that his name not be revealed, but suggesting that the Guild could use a good "able bodied" operator. Tom B. got the job—at \$80 a week—even though other employers had turned him down because of a severe diabetic condition.

"What do handicapped people want? They don't want any special favors . . . They simply want the same opportunity to work that everybody else is entitled to . . . A leg brace does not prevent Joseph F. from proving his worth either as a shipping clerk or a house painter . . . Call Federation of the Handicapped to find out how you can get a worker who proves a disability is no handicap . . . Ask for placement service . . . Chelsea 2-9050."

This was the first broadcast. Subsequent broadcasts concentrated on telling the individual stories of a man like Myles S., an experienced electronics technician who is almost totally deaf, or Sidney R., who wears a back brace but is still capable of repairing radios or television sets, or Helen P., whose stroke made her lose her job of 15 years as a bookkeeper, but didn't prevent her from being retrained by the Federation as a capable switchboard operator.

All the capsule stories are taped and recorded in advance, and the Fed-

eration prepares from 20 to 30 stories at a time. WMCA is notified of the placements made and every story is broadcast at least twice. The pattern followed could be adapted in any community which is able to secure the vast amount of cooperation WMCA has put at the disposal of Federation of the Handicapped. The main value of the program is in its reiteration of the potentialities of the disabled.

Only the telephone number of Federation is given—not the address. The experience of the placement service is that the individual employer or inquirer seldom remembers the actual story he has heard or makes a definite inquiry for the particular person. Usually the hearer has been touched by the plight of the individual and remembers that he has an opening for someone and is willing to ask whether a handicapped person is available to fill it. Occasionally manufacturers call regarding subcontract work. There have been heartening cases where one person has been placed and proved satisfactory, and when other vacancies occur the placement service has been contacted.

Several employers have taken the trouble to write WMCA commending them on their public service. Mail-o-

Plate Service is one who wrote last December, "We would like to commend you on the magnificent job you are doing on your program for the handicapped. Through your facilities, we have contacted Federation of the Handicapped, and now have in our employ two excellent workers."

The success of the WMCA "Handicapped Worker of the Day" over a period of more than 12 months is proof of the fact that there are not only understanding and warmhearted employers, but that a steady program which constantly repeats qualifications of handicapped people into the ears of the listening public can be effective.

In recognition of the outstanding example of distinguished public service which WMCA has shown in presenting "The Handicapped Worker of the Day" a Citation for Meritorious Service was presented by the President's Committee on Employment of the Physically Handicapped last December. The presentation was made at the Federation of the Handicapped by Orin Lehman, Chairman of the New York State Governor's Committee on "Employ the Physically Handicapped," and accepted on behalf of the Straus Broadcasting Group by R. Peter Straus, its president.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

ARTICLES MAY BE REPRINTED WITH OR WITHOUT CREDIT. PHOTOS ARE AVAILABLE UPON REQUEST; GIVE CREDIT WHEN INDICATED.

Workers "Sitt and Reed" All Day

SIT and read on the job? Who ever heard of an employer being happy about a situation like that—at least when the job duties call for dictaphone typing. Administrators at Dade County (Florida) Jackson Memorial Hospital are happy, however, with dictaphone typists Sitt and Reed in their medical records department. It's all a play on the names of Gertrude Sitt and Sara Reed, but these girls do not play on the job.

When Dade County's Metro Government responded to the request of

vivacious brunette who had everything but eye sight, was chosen by the coordinator's office as the first tough nut to crack. For more than a year, agencies and volunteers had tried to find an opening for Mrs. Sitt. Employers just didn't believe that a girl who was blind could fill their needs as dictaphone typist. Almost everyone, except Mrs. Sitt, had thrown in the towel, and she knew it.

Herman M. Hoff, associate executive director of Jackson Memorial Hospital, was different. No selling job was really



Sitting (left to right) are blind Medical secretaries Sara Reed and Gertrude Sitt. Looking on is Mary K. Sanders, Supervisor, Medical Records section of Dade County (Florida) Jackson Memorial Hospital.

Miami's EPH Committee and established a new section to coordinate the activities of that committee and promote the employment of the handicapped in the business community, it began a careful re-evaluation of its own potential for hiring the handicapped.

The problem of Gertrude Sitt, a

needed on him. He listened carefully, but obviously he already believed.

"Yes, we do have an opening for a medical secretary," he agreed. "Undoubtedly, the work can be done by someone who is blind." He talked aloud as his mind sorted out the pos-

(Continued on p. 11)

Employment and Convalescence From Mental Illness

By M. J. Reisman, State Supervisor
Pennsylvania Bureau of Vocational Rehabilitation

GREAT NUMBERS of employers will rehire former employees following their convalescence from mental illness, but they will not hire other persons who have had similar illnesses. Why?

This rejection is not based on incompetency. Instead, in the eyes of some employers and personnel directors, a history of mental hospitalization, particularly a recent one, automatically labels the applicant as questionable and undesirable. When questioned further, some employers will respond with these tired old answers: "Why invite trouble by hiring one who has had a mental illness? He might work out alright, but again he may not. Why take a chance—especially when we have applicants who haven't had these problems?"

Yet, happily there has been some tempering of attitude. Perhaps this has been influenced by favorable experience in the rehiring of former employees who have been ill, or by public educational efforts.

Certainly, employers have not lagged behind other groups in our society (including employee groups) in their attitudes toward emotional illness. Actually employers may justly feel that more demands are placed on them than on other groups, and that they are expected to be in the vanguard of the public's acceptance of mental illness.

But employer resistance, in some de-

gree, still does exist. It is unpredictability and potential for violence, associated with all mental illness, which results in some employers' refusal to hire or to conclude "too risky". Our society has not yet learned that all mental illnesses are not identical.

Current experiences in vocational rehabilitation of psychiatric patients have demonstrated conclusively that it is the rare exception for them to be involved either in violence or in any serious difficulty on the job. The experiences of this group no doubt would compare favorably with a nonpatient group.

The Pennsylvania Bureau of Vocational Rehabilitation has in the past 5 years assisted 931 former mental patients achieve vocational rehabilitation. A large and gratifying percentage of them have gone to work and have remained at work. These men and women represent various backgrounds, various ages, various types of illnesses, and a cross-section of employment interests and competencies.

Pennsylvania, as do many other States, assigns a rehabilitation counselor to State mental hospitals. His function is to integrate vocational rehabilitation planning for selected patients within the hospitals treatment program. Planning begins as early as possible. All the technical resources of the hospital are utilized. Work-

(Continued on p. 11)

Vocational Rehabilitation Offers Challenging Work

IN A world where we so often find it necessary to apologize for the nature of our motives and the inadequacy of our actions, the national record in the field of vocational rehabilitation is one in which we can take pride. The essential motive for much of the work in this field is obviously virtuous—the desire to help others to lead more satisfying lives. Certainly economic advantages have accrued from rehabilitation programs. However, the considerable interest shown by public agencies, industry, health, educational and social welfare groups in this work has been inspired by other than mercenary motives.”

The above is the opening paragraph of an editorial, “Hope Unlimited,” taken from the January issue of the *American Association of Industrial Nurses Journal*.

The editorial stated further that in regard to the execution of rehabilitative programs the record is good. In October 1960 a Department of Health, Education, and Welfare report indicated that almost 90,000 disabled persons were prepared for and placed in successful employment by the State-Federal vocational rehabilitation program during the 1960 fiscal year.

“What we have wanted to do in rehabilitation and what we have done does us credit,” the editorial continued, “but it is not the sort of credit which will remain perpetually ours. If, for example, we are doing no more a decade hence in vocational rehabilitation than

we are doing today, we will then be failing in this area of responsibility. As in many other activities, past is prologue, in the sense that what has been done serves to acquaint us with things that should be done and provides us with experience upon which future accomplishments may be based.”

The editorial went on to say that the two areas of outstanding accomplishment, advance of rehabilitative techniques and reduction of unreasonable attitudes toward hiring the handicapped, suggest part of the future challenge in vocational rehabilitation. All concerned must guard against establishing arbitrary limits to the scope and nature of rehabilitative programs. If the attitude arises that certain disabilities are the kind which make rehabilitation work impractical, the whole concept of rehabilitation will result in incalculable loss to the individual and to the community.

Present medical and rehabilitation knowledge make it risky to maintain that there is any group or any individual who cannot be reached and aided by rehabilitation techniques. To create the attitudes, the skills, the methods which will dissolve arbitrary limitations to rehabilitation programs is the challenge ahead in this area. In conclusion the editorial stated: “The attitude, the policy, the statement which infers ‘there is nothing that can be done for him, he is beyond help or hope,’ is scientifically unsound, practically wasteful and morally indefensible.”

Mental Illness

(Continued from p. 9)

ing with the patient an appropriate vocational plan is developed, bringing into play community resources such as vocational training facilities, workshops and health and welfare agencies. In achieving suitable job placement, the State Employment Service has a particularly significant function.

Referrals to the Bureau of Vocational Rehabilitation from Pennsylvania's 17 State hospitals average 600 a year. Less than a decade ago there were virtually no referrals.

This denotes positive progress. We learn that growing numbers of employers will hire the ex-patient on the basis of ability. We see that vocational rehabilitation, by becoming steadily more effective in assessing employment potential when it does exist and recognizing also where it does not

presently exist, can assist employers in utilizing this manpower and in their own best interests.

Now we come back to our original question. Why will employers rehire former employees who have had mental illnesses, but not hire other persons with similar illnesses?

The former employee is remembered as a person and as a worker, as an individual with human attributes; not as an impersonal "patient" with a mysterious malady. Too often this new job applicant is looked at as a faceless member of a nameless group. This public attitude is one which must be overcome.

Former mental patients must first be considered as "people" with human strengths and human weaknesses, as potential workers, as belonging to our society and potential contributors to society. This is the goal of rehabilitation, and it characterizes a nation of free people.

"Sitt and Reed" (Continued from p. 8)

sible problems. Then he telephoned Mary K. Sanders, supervisor of the medical records section. Any problems could be worked out they decided.

The preliminaries were taken care of. The "hiring authority" in Metro personnel jargon had decided they would consider a blind person for the job. Harold O. Freeburg, Metro personnel director, put his staff to work determining if Gertrude Sitt was the *right* blind person. Interviews, examinations, job knowledge demonstrations—Mrs. Sitt was the best qualified person available, blind or sighted. She was hired.

It was as easy as that when people who really wanted to find a way went to work on it. Did Metro's personnel department do a good job? Yes, indeed. They selected the right person and gave her a chance. Mrs. Sitt did the rest. Her performance on the job has been repeatedly commended and recognized in a very practical way.

Two blind medical secretaries are now on the JMH staff. Mrs. Sara Reed, a quiet, attractive, young woman, is now demonstrating with calm, competence her considerable ability as a medical secretary. Sitt and Reed on the job? Yes, indeed!—and no one would want it otherwise.

Ohio DAV Hosts Governor's Committee



Pictured are participants at the annual presentation luncheon of the Ohio Governor's Committee in Columbus. Left to right: Stanley Burech; David Shuffelton; Gov. Michael V. DiSalle; William Benham; Elizabeth Daniel; Michael Cummings; Woodrow A. Stillwagon.

THE annual presentation luncheon of the Ohio Governor's Committee was hosted this year by the State's Disabled American Veterans in Columbus. Arrangements for the recent meeting honoring the State Hire-the-Handicapped Essay winners were made by DAV Adjutant Albert Daniels and Commander John Baker.

Gov. Michael DiSalle presented the awards to the following high school students: William Benham, Wilmington; David Shuffelton, St. Marys; Michael Cummings, Oxford; Stanley Burech, Bellaire; and Elizabeth Daniel, Gambier. Mr. Benham's essay tied for second place in the National Contest.

In his comments the Governor recognized the successes that the Governor's Committee has achieved as he pointed

the way to new challenges. He again pledged the support and cooperation of his administration in all activities having as their objective suitable employment for the handicapped.

Governor DiSalle praised C. P. Adamschick for his fine leadership as Governor's Committee chairman.

Mr. Woodrow A. Stillwagon of Mount Vernon was named by the Governor to succeed Mr. Adamschick as chairman. Mr. Stillwagon has been a member of the committee, serving as chairman of the contest committee for 8 years.

The principal speaker for the luncheon was Frank Wood, DAV National Director of Employment Relations.

In speaking to the essay winners Mr. Wood stated: "The need for young people to understand the handicapped person as a fellow American with the same desires as the able-bodied is most important. The ideal of generating through education the cause of the handicapped will assure better understanding which will result in advances or solutions of these problems in generations to come.

"The American way of life—free enterprise—" Mr. Wood continued, "is pitted against the collectivism or socialism, and the whole future of the free enterprise philosophy is on trial . . . To win this struggle Americans must

learn and practice the adhesive quality of togetherness which is the mobilization of all our people into a gigantic army. This army will be composed of management and labor, of white-collar and blue-collar, of egg-head and square-head, of intellect and brawn, and all of our people of all colors and religions, able-bodied and disabled."

Pointing out that the presentation luncheon is another milestone in the education of the youth toward the principle that disability does not mean inability, he concluded that: "For every round peg there is a round hole. For every square peg, there is a square hole and for every disability there is compensatory ability."



HAWAII HONORS STATE ESSAY WINNERS

DR. EDWARD C. HOLMBLAD, Medical Director, Medical Services Division of the Illinois Public Aid Commission, was the principal speaker at the Hawaii Governor's Committee luncheon honoring their State essay contest winners. Dr. Holmblad, who is chairman of the Medical Committee of the President's Committee, spoke on "Roadblocks to Employment of the Handicapped." About 150 persons attended the luncheon held at the Reef Hotel, Honolulu. Pictured above are left to right: Dr. Holmblad; Mrs. Holmblad; and C. J. Cummings, Chairman of the luncheon meeting and Vice Chairman of the Governor's Committee.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

Rehab Consultant For OVR Named

Miss S. Roberta Church



APPPOINTMENT of Miss S. Roberta Church of Memphis, Tenn., as consultant on rehabilitation of the aging disabled has been announced by Miss Mary E. Switzer, Director of the Office of Vocational Rehabilitation.

Miss Church will be responsible for planning and developing a nationwide program for the rehabilitation of older handicapped people. This will include provision of consultative services to the OVR staff and State rehabilitation

agencies regarding improvement and expansion of rehabilitation services for such persons. In addition, training programs and conferences will be developed to make the general public more aware of the problems of the aged, and to increase their employment and social opportunities.

Prior to this appointment, Miss Church served as consultant in the Bureau of Employment Security, Department of Labor.

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THE STORY OF THE HANDICAPPED



Winning Coach of a Winning Team

The President's Committee on Employment
of the Physically Handicapped

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THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment
of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Gordon M. Freeman, Victor Riesel
Vice Chairmen

William P. McCahill
Executive Secretary

Vol. XII. No. 5

November 1961

Lawrence T. Burdick, *Editor*

Leah Smuckler, *Associate Editor*

Contents

Cover Photo: Harry James (center) and would-be champions, Frankie Flynn (left) and Bruce Nagel (right). See story on page 1.

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Photograph of President Kennedy by Fabian Bachrach ©

Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Emergency Planning, and the Administrator of the General Services Administration.

Use of funds for printing this publication has been approved
by the Director of the Bureau of the Budget, June 11, 1959

Tennis Coach Instructs From Wheelchair

FOR ANY coach to instill confidence in a team, he must himself exude a winning spirit. The story of Harry James, tennis coach at Utah University, dramatically points up the truth of this. When a 1945 attack of polio robbed him of his dream to become a professional tennis player, he refused to accept defeat. Instead, he persisted in keeping alive his enthusiasm for sports and before long he was directing competitive tennis matches for the Salt Lake City Recreation Department and teaching tennis from his wheelchair to young would-be champions. (See cover photo.)

At the time of his graduation from the University of Utah in 1955, he was carrying on much of the publicity and public relations for his school's athletic program on a part-time basis. It was a logical progression, therefore,

into a full-time job as Sports Information Director for his Alma Mater. This position took him along with the athletic teams to handle publicity in distant cities. Here he discovered that his wheelchair was more of an asset than a hindrance, since he found that doors were opened for him which otherwise might have remained closed.

He became a familiar figure at courtside on campus where he avidly watched Utah's tennis team win the Skyline championship 7 years in a row. So familiar a sight was he, in fact, that when the regular tennis coach retired, the university did not have to look far for a replacement. They hired Harry. Handicapped? "I don't know of anybody," says the athletic director, "who thinks of Harry James as handicapped."

Hershey Attracts Largest Regional Meeting Turnout

THE chocolate break replaced the traditional coffee break at Hershey, Pa., at the Mid-Atlantic Regional Meeting, August 29 and 30. Nearly 1000 participants, a record size delegation, journeyed to the beautiful rolling hills of the Pennsylvania Dutch country and to the palatial Hershey Hotel to make this one of the largest and liveliest regional meetings ever held by the President's Committee.

The meeting attracted many employers and an unusually large number of union representatives from the industrial East, as well as members of the various Governors' committees and related interested groups. The planning committee custom-tailored the arrangements to invite the greatest audience participation and to keep the sessions moving at a rapid pace. All who listened to the cross-currents of views and

opinions carried home with them a storehouse of fresh ideas, fresh approaches, and fresh enthusiasm to help them in solving the problems faced by the handicapped in their local communities.

Gov. David L. Lawrence, of the host State greeted delegates from other participating States of Delaware, District of Columbia, Maryland, New Jersey, New York, North Carolina, Virginia, West Virginia, and Puerto Rico. An overflow audience which taxed all dining facilities (and, no doubt, the chef's ingenuity) at the conference banquet heard Governor Lawrence's eloquent plea for the rights of handicapped persons: "the right to human dignity, the right to earn a living, to remain a creative and constructive force for the good of the community." He told how the Keystone State has adhered to this humanitarian creed in its employment policies, and has tried to set a good example for employers so that handicapped workers can be producers of goods, rather than consumers of benefits.

The Governor concluded that, "We must press forward on all fronts—in the Nation, the State, and in the community—to give the handicapped worker an even break Without that effort we are doing more than shackling a disabled worker—we are handicapping society, as well."

At the opening session, the President's Committee Chairman, Maj. Gen. Melvin J. Maas, praised the work of Governors' and mayors' committees for their voluntary contributions toward making the hiring of the handicapped a part of the American way of life. Because America recognizes the need

to give all men an opportunity to reach their life's fulfillment without prejudice to their physical or mental state, he pointed out, our Nation's spiritual assets are great.

"Because America recognizes the productive capacity of persons who, despite their disabilities, are able to make substantial contributions to the economy, we are a strong Nation," General Maas said.

Mr. E. B. Whitten, Executive Director of the National Rehabilitation Association, stirred the audience with a provocative keynote address. "Maybe there is a new approach to the problem of providing jobs for handicapped people," he suggested. He emphasized the need to create in our respective communities a physical, intellectual, and spiritual atmosphere in which handicapped people can develop their potentialities to the maximum, and live and work in harmony with their fellow men. He urged his listeners to ask themselves, "whether the best way to promote the employment of the handicapped in the long-run may be to help create a community environment in which handicapped people may secure an education, participate in community life, have available the helping services they need when they need them, and work at jobs at which they are qualified without a lot of fuss being made over them." There was no doubt that his talk resulted in much soul-searching among his audience as it weighed his challenge: "Do not accept what you have been doing as necessarily being the best that can be done."

During the remainder of the meeting the participants were divided into three panels, with each panel discussing at

concurrent sessions the topics: "Employing the Mentally Handicapped," "The Workshop As a Springboard to Competitive Employment," and "Employing the Physically Handicapped." At the final session, the highlights of each panel discussion were summarized to a standing-room-only assembly.

There was plenty of interesting food for thought for the participants to munch on at the breakup of the conference. Thanks to the hospitality of the honorary chairman, Samuel F. Hinkle, president of the Hershey Chocolate Corporation, there were samples also of the more calorie-producing foods from his famous factory.

The success of the meeting was due in large part to the energetic efforts of the planning committee; the meeting chairman, A. Allen Sulcowe, who is

Pennsylvania's Secretary of Labor and Industry and newly named chairman of his State's Governor's Committee; and the meeting secretary, Francis K. Monahan, executive secretary of the Governor's Committee. Individual members of the planning committee from each of the States, through their active interest and participation in shaping the program and enlisting the most effective panel moderators and discussion leaders, contributed immeasurably toward the meeting's successful outcome. The President's Committee, with Deputy Executive Secretary K. Vernon Banta as overall coordinator and representative of Chairman Maas, gave central direction and impetus to the planning and carrying out of the program's activities.

Employers Accept Former Mental Patients

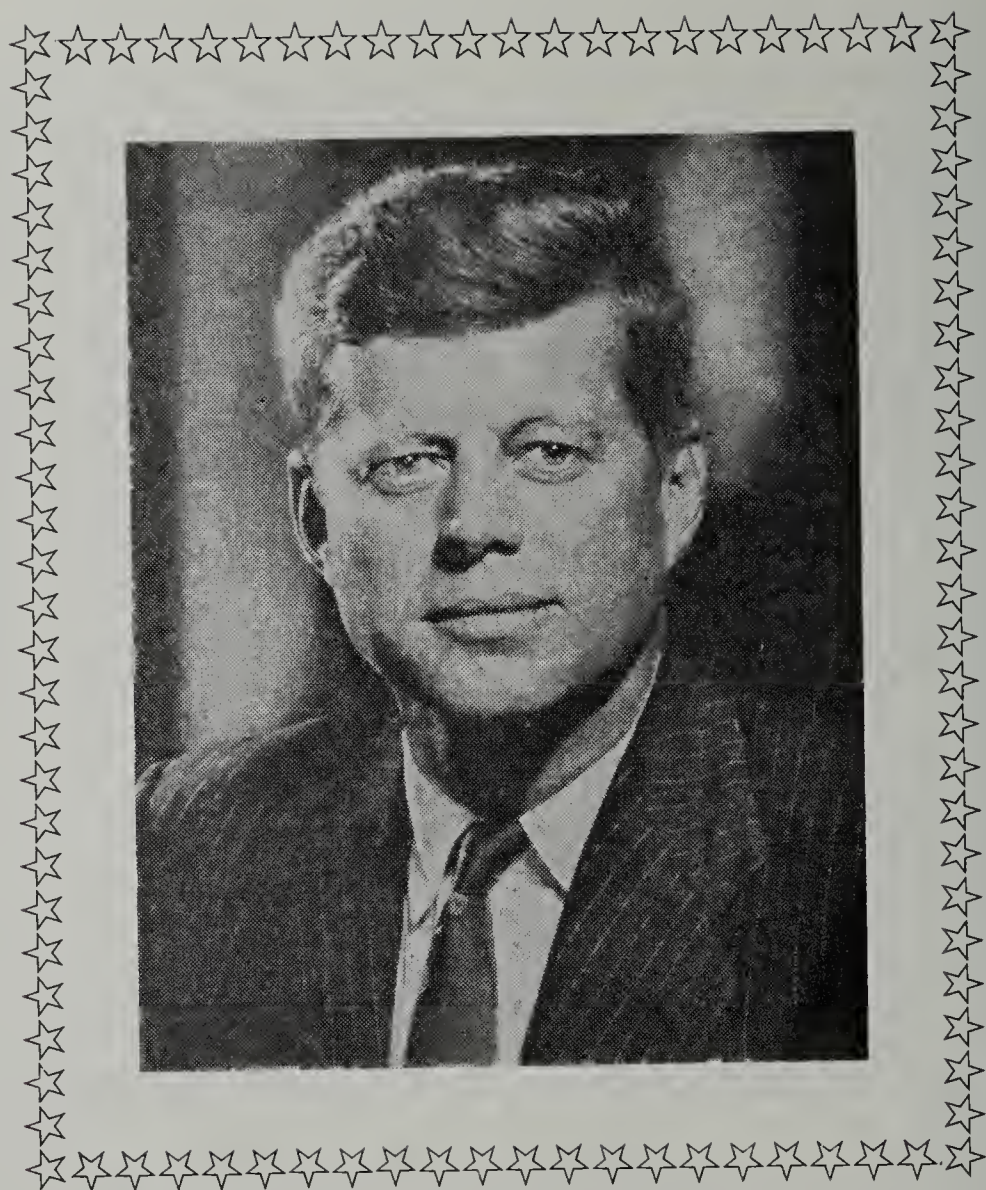
HOW MUCH employer resistance is encountered by patients discharged from State mental institutions? To find out, Dr. Harvey E. Wolfe of Longview State Hospital in Cincinnati, Ohio, surveyed top officials of 251 manufacturing concerns hiring from 100 to 14,000 employees, and 934 manufacturing firms hiring less than 100.

Employers in both groups, Dr. Wolfe reported, showed "significantly favorable attitudes" toward hiring former mental patients. Forty-four percent of the larger employers said they'd be "interested" or "very interested." Fifty-five percent of the smaller employers were in these "interested" categories.

The breakdown:

	<i>Large Firms (Percent)</i>	<i>Small Firms (Percent)</i>
Will not consider employing-----	8	7
Hesitant to employing-----	16	16
Slightly interested-----	32	22
Interested -----	37	34
Very interested-----	5	4
Other* -----	2	17

*Firms not able to hire the mentally handicapped for such reasons as going out of business, employment not handled locally, etc.



THE WHITE HOUSE
WASHINGTON

SEPTEMBER 6, 1961.

To Heads of Executive Departments and Agencies:

Subject: Policy for Employment of the Physically Handicapped

UTILIZATION of physically handicapped persons in productive employment is sound and necessary, both for the contribution handicapped citizens can make to our national productivity and for the sense of independence and well-being which they can derive from doing a job.

It is fitting that Government, as an employer, should lead the way in selective placement of physically handicapped persons so as to utilize their skills and abilities, and I therefore reaffirm the established employment policy of the Executive branch, as follows:

1. Physical standards will be fair, reasonable, and adapted to the realistic requirements of jobs.
2. An opportunity will be provided for a fair appraisal of pertinent qualifications of physically handicapped applicants and employees.
3. Physical abilities of handicapped persons being considered for examination, appointment, or reassignment will be appraised in relation to the essential physical requirements of jobs.
4. Employees who acquire disabilities as the result of work injuries, off-the-job accidents or disease conditions, will be given full opportunity in reemployment or in transferring to other more suitable jobs.
5. Recourse to unduly prolonged or permanent benefits under the Employees' Compensation Act should be avoided whenever possible. Disability retirement should be considered only after every feasible effort at reassignment has been made.

I ask that all levels of administration and supervision in the Executive branch take part in the implementation of this policy. Federal agencies should take such action as is necessary to bring about an understanding and application of the policy by all appointment officials and others who have responsibility in hiring or reassignment of employees. In addition, agency management should make a periodic review of the manner in which the policy is being carried out.

The Civil Service Commission will continue to coordinate all phases of this program and will prepare periodic reports of agencies' accomplishments in affording increased employment opportunities to those who are handicapped.

JOHN F. KENNEDY



C. Thomas Garten is vice president and general manager of WSAZ-TV.

WITH a gigantic television beam reaching 27 counties in West Virginia, Ohio, and Kentucky, TV station WSAZ, Huntington, W. Va., recently found itself in a unique situation. It was in the middle of a so-called "depressed area," and at the same time it covered areas where incomes were above the national average.

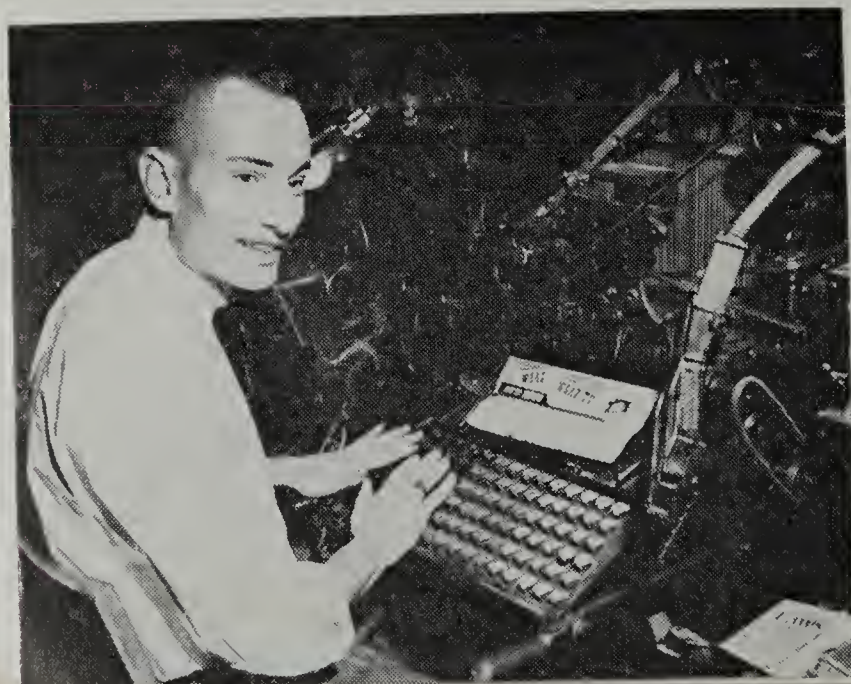
So earlier in the year, WSAZ's management started asking some piercing questions:

Among the unemployed, who are the hardest hit?

Since WSAZ also covers areas where there's a demand for labor, could some of the unemployed be shifted to those areas?

What part can WSAZ play in these matters?

William R. McCoy is deaf—trained as a linotype operator.



A New Plot for TV



In spite of the loss of an arm Kathryn Ramey is a hospital ward aide.

Answers to those questions resulted in the birth of "Trust," a new notion in TV programing. "Trust" was designed with one purpose in mind—to find employment for the handicapped. Reasoned the station: if it's difficult for the able-bodied to find jobs, it's more difficult for the handicapped.

The handicapped job applicants, however, did have a couple of advantages over the able-bodied. They had been trained, generally, by their State Divisions of Vocational Rehabilitation; and generally they were not affected by mechanization of coal mines, root of most of the unemployment in that part of the country.

The most difficult part of job-finding is obtaining an interview with a potential employer. Therefore, the format of "Trust" was to be a job interview—

Man Meets Job

not in an employer's office, but right in his living room, through the medium of TV.

What time of day and week would reach most employers? The decision was made for "Trust" to go on the air each Saturday, just preceding Cincinnati Redlegs ball games.

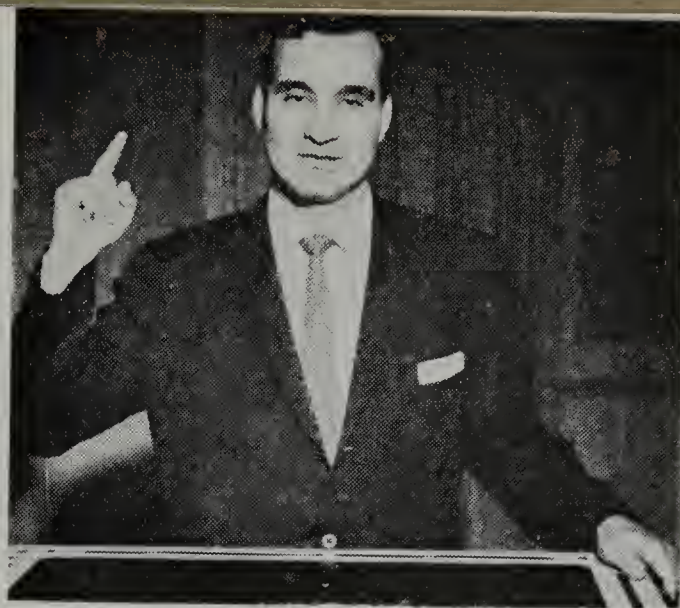
The first program was telecast in late spring. It featured Mrs. Kathryn Ramey, trained as a ward aide or hospital kitchen helper in spite of the loss of an arm. She was introduced by her Vocational Rehabilitation counselor, LeRoy Hamilton of Huntington, and by Dean Sturm, WSAZ-TV personality.

Other handicapped job candidates included William Robert McCoy, 22, deaf-mute trained as a linotype operator; Owen Richardson, 23, epileptic trained as an upholsterer; Harold Scott, 52, cardiac with years of experience in office work and bookkeeping.

Each handicapped man or woman is queried about his or her background, training, salary expected and the like. Also included is film footage showing them performing the tasks they've trained for.

The first four shows featured handicapped persons in and around Huntington. The next four, telecast over the summer months, moved to the

Fifty-two-year-old Harold Scott, cardiac with years of experience in office work and bookkeeping, appeared on the Trust program.

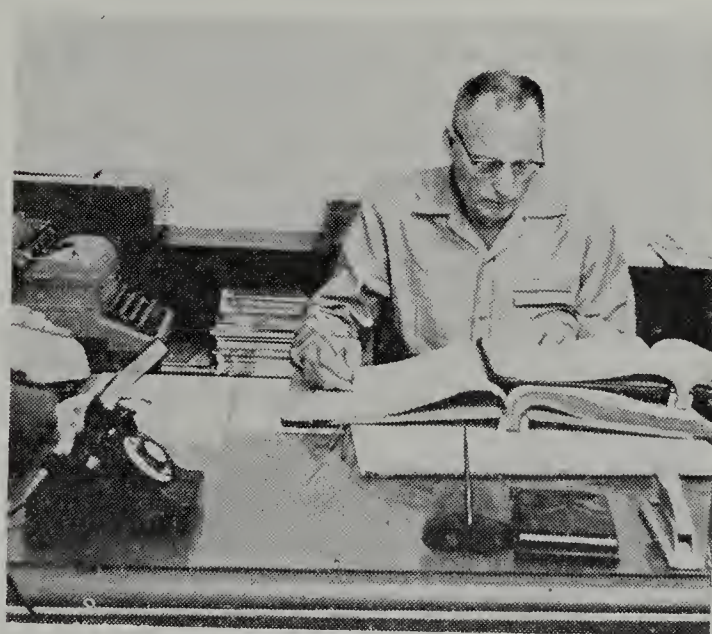


Attorney Robert Godbey informs employers about the effect hiring the handicapped has on Workmen's Compensation rates.

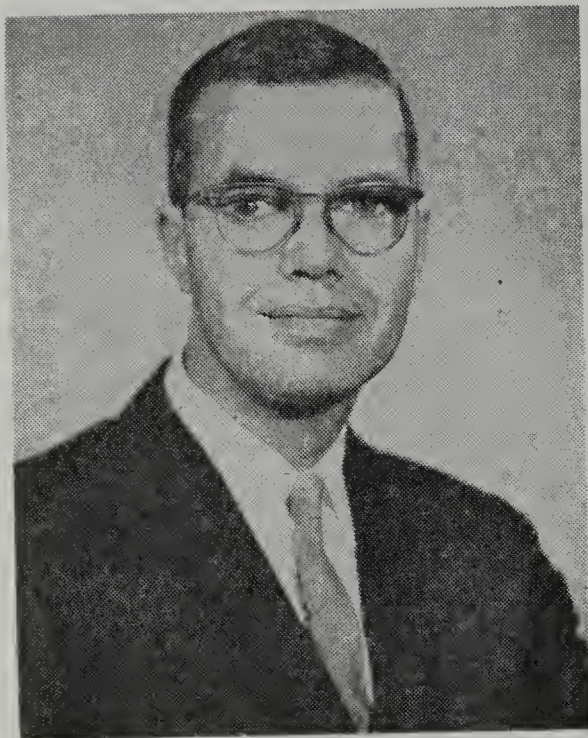
Charleston, W. Va., area. Next, the program will move on to eastern Kentucky, southern Ohio, and different areas of West Virginia.

The results? Encouraging, though not spectacular, say station officials. After all, the area has been hard hit by unemployment. Some of the handicapped job candidates have had "nibbles"; some have found work. The important point is, "Trust" is bringing the problem of job equality for the handicapped to a wide audience.

"Trust" is written and produced by Mrs. Leda Lewis, and directed by Fritz Leichner. "Anchor man" is Dean Sturm.



President's Committee Names Leonard to Information Job



Edmond J. Leonard

THE appointment of Edmond J. Leonard, 34, as Assistant Director of Information of the President's Committee has been announced by General Maas.

A native of Delaware, Mr. Leonard comes to the President's Committee from Social Security headquarters in

Baltimore, where he was a member of the BOASI disability program's policy staff. As a medical information specialist, he was engaged in public relations work with national organizations of physicians and allied profession groups.

A 1951 graduate of Holy Cross College, Mr. Leonard began his Government career in 1954 after graduate work in mass communications and sociology at the University of Pennsylvania and George Washington University.

He held assignments in several district offices of the Social Security Administration as a claims representative and later as a field representative. In this latter capacity he did informational work at the local level to keep the public informed of the Social Security program's provisions.

Mr. Leonard is a veteran of Army service during World War II. He is married and has a young son, Ed, Jr.

Injury Rates at Record Low In First Quarter 1961

WORK injuries in manufacturing plants reached a record low rate of 10.4 per million man-hours worked during the first quarter of 1961, according to preliminary reports released in June by the U.S. Department of Labor's Bureau of Labor Statistics.

This rate was 6 percent below the 1960 first quarter injury-frequency

rate of 11.1 and slightly below the previous record low first-quarter rate of 10.5 established in 1958. It was the same as the fourth quarter of 1960—the record low for any quarter.

Decreases of 1 full frequency-rate point or more between the first quarters of 1960 and 1961 were reported for 50 of the 131 individual classifica-



"EMPLOYEES ONLY" SHOWN

MANAGER Abner Pinanski of the Pilgrim theatre, Boston, Mass., is shown pointing to the poster advertising the film "Employees Only" which was shown in his theatre during the week July 3-10, 1961. Through the cooperation of Warner Brothers and theatre officials throughout the country, the film will be viewed by thousands. Looking on is Isadore Morantz, staff member of the Massachusetts Division of Employment Security. Hughes Aircraft produced the film for the President's Committee.

tions for which comparable data were available. Corresponding increases occurred in 21 industries. The remaining 60 showed little change.

The logging industry showed the greatest improvement over the year, with a rate of 50.5 injuries per million man-hours in the first quarter of 1961, compared with 60.7 in the first of 1960. There were also injury decreases in

the shipbuilding and repairing field.

On the other hand, substantial increases in injury rates occurred in the insulated wire and cable industry and the cutlery and edge tools field.

Industries with outstandingly low injury-frequency rates in the first quarter of 1961 were: synthetic rubber, 1.8; aircraft manufacturing, 2.0; and scientific instruments, 2.3.

Oklahoma Delegation Reports to Legislature

EDITOR'S NOTE: *The Oklahoma and Texas legislatures sent official delegations to the President's Committee's Annual Meeting this year. Oklahoma's delegation prepared a special committee report which was submitted to the Oklahoma House of Representatives. We reprint excerpts from this report.*

AS provided by in House Resolution No. 561, the following Representatives attended the annual meeting of the President's Committee on Employment of the Handicapped in Washington, D.C., April 26-29.

The House and Senate Delegation, and some 35 others from Oklahoma, departed at 7:30 a.m. on April 26, on Flight 113, American Airlines, for Washington, D.C., arriving in Washington at 2:00 p.m. The delegation headquarters was at the Willard Hotel and after arriving, the Oklahoma delegation had an opportunity to get together and become acquainted with each other. Members of the Legislature had an opportunity to contact the members of Congress and the U.S. Senate on the afternoon of the 26th.

The Oklahoma delegation met for breakfast at 7:30 on April 27. After breakfast, as a group, we proceeded to the Departmental Auditorium in the U.S. Labor Department Building, where the meetings were held. Each of us had an opportunity to meet members of the President's Committee and other national leaders from Industry, Labor, Management, and many other organizations. U.S. Senator Mike Monroney, Representative Victor Wickersham, Congressman Tom Steed, and John Meek of Senator Kerr's office, joined the Oklahoma delegation.

The meeting was most informative and I believe each member of the delegation feels as if the trip was advantageous, as we had an opportunity of getting a broader picture in regard to

A large Oklahoma delegation accompanied Sharon Davis, fourth place National Essay Contest winner, to Washington. Seven members of the State legislature were numbered among the group. Mr. Don Davis, Executive Secretary of the Governor's Committee, is second from left.



the needs of providing an opportunity for the handicapped and aged workers to return to the Labor Market.

From all discussions, we are convinced Oklahoma is certainly leading the nation in many of its programs in helping the handicapped help themselves. Oklahoma's Essay Contest is certainly "tops" in the nation, as more organizations join on a local basis to encourage student participation in the contest, thereby becoming acquainted with the serious problem of increased unemployment due to age and disability.

In conclusion, I might state, our Oklahoma delegation was indeed proud

of our Governor's Committee and the Rehabilitation and Employment Programs of Oklahoma, especially after we heard so many nice compliments concerning what Oklahoma is doing in these fields. I would recommend the Legislature to take an active part in the Program and send representatives to the annual meeting of the President's Committee, as this would not only be beneficial to the State, but would continue to show the Legislature's interest in a program of helping the less fortunate help themselves.

Sincerely yours

Lou Allard, Chairman.

Oklahoma Delegation

Goodwill Industries Bridges International Communications Gap

WHAT'S HAPPENING in the field of rehabilitation and employment of the handicapped in other parts of the world?

Some of the answers to this question are being provided by Goodwill Industries in its Overseas Newsletter titled the "International Bridge."

In the first issue, dated Summer 1961, a message from Donald V. Wilson, Secretary General of the International Society for Rehabilitation of the Disabled, keyed the importance of communication among those working with the handicapped.

In a message headlined "Keep Communications Open," he said: "Understanding through participation in

voluntary, nongovernmental organizations exceeds national boundaries and offers a humanitarian approach to the fundamental universal problems of all peoples."

The colorful newsletter, printed in black ink on white paper with blue and yellow illustrations, carries the following excerpt from President Kennedy's Alliance speech of March 13, 1961:

"For our unfulfilled task is to demonstrate to the entire world that man's unsatisfied aspiration for economic progress and social justice can best be achieved by free men working within a framework of democratic institutions."

It also carries the position of his

(Continued on p. 13)

Vocational Rehab Records Broken Sixth Year in a Row

SETTING new records has become routine for the vocational rehabilitation people throughout the country. For the sixth continuous year they have shattered existing records and added substantial gains to the list of disabled persons who were successfully rehabilitated and placed in jobs.

Maj. Gen. Melvin J. Maas, Chairman of the President's Committee, said: "In view of the high unemployment rate during this recent period in which gains were repeated for the sixth year in a row, the record of the State-Federal program of vocational rehabilitation is a remarkable accomplishment.

With 92,500 disabled persons retrained and employed in new jobs during this year of tight employment—a gain of 5 percent over the number of rehabilitations during the previous year—the roadblocks to employment of the handicapped which stem from misinformation and misunderstanding seem to be gradually falling by the wayside."

These rehabilitated men and women are proving themselves as vital an asset as any on the Nation's balance sheet. It is estimated that collectively they will contribute 137 million man-hours to the country's productive effort during their first year of employment.



Miss Mary E. Switzer, Director of the Office of Vocational Rehabilitation, receives the President's Committee's Citation for Meritorious Service from Vice Chairman Gordon M. Freeman, at Committee's Annual Meeting. Recommendation for the award was made by the Massachusetts Governor's Committee, whose chairman is John P. Sullivan (right).

In addition, their rehabilitation into employment shows a profitable return on the investment spent in helping them prove their capabilities. Their estimated earnings for the year will be \$180 million—about ten times the cost of providing them with rehabilitation services, and also ten times the amount of public assistance some of them were receiving yearly.

About 4,000 of these rehabilitated persons were immediately able to fill serious gaps in the teaching, engineering and medical profession. Over 11,000 went into skilled trades and 8,000 into agriculture. The others went into managerial, clerical, sales, service, skilled and semiskilled jobs.

Most encouraging among the reports submitted by the States to the Office of Vocational Rehabilitation are the results of efforts to rehabilitate persons with severe disabilities. Major increases were registered among the mentally retarded and mentally restored, with impressive gains also reported for the visually handicapped, for persons with impairments of hear-

ing or speech, and for persons with cardiac, epileptic, and orthopedic disorders.

Among the total rehabilitated persons for whom a place was found in the labor force, 30 percent were from the older age group of 45 and over—a group which usually has to contend with other barriers to employment opportunities.

In addition to the record number of handicapped persons who returned to work during the past year as a result of services provided by State vocational rehabilitation agencies, almost 24,000 others had been rehabilitated to the point where they were ready for employment and awaiting jobs. These persons have swelled the ranks of the "ready for work" group by 17 percent over the preceding year's total. An all-out effort will have to be made to find work for this growing number of qualified handicapped persons if rehabilitation efforts are to have a meaningful impact on their lives, and create a satisfying outlook for their goals in life.

Goodwill Industries

(Continued from page 11)

holiness, Pope John XXIII, on rehabilitation which is reflected in the following excerpt from a Vatican letter to Leo Axlrod, of Coral Gables, Fla., president of the World Committee on Employment of the Handicapped:

"It is with great interest that he learned of the achievements of your committee on behalf of the handicapped throughout the world. These

sustained efforts have the Pontiff's praise and encouragement"

The newsletter also carries the announcement of the formation of the World Commission on Vocational Rehabilitation and the appointment of John Nesbitt as director. In addition there are cable reports on the activities of Goodwill Industries in various parts of the world.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED



Marine Corps Band Receives PC Recognition

LT. COL. Albert F. Schoepper (right), Director of the U.S. Marine Band, receives the Chairman's Commendation from Maj. Gen. Melvin J. Maas (center), Chairman of the President's Committee, for the cooperation and assistance rendered by the Band in promoting the work of the President's Committee. Looking on during the informal ceremony is Gen. David M. Shoup, Commandant of the Marine Corps. The presentation took place at Marine Corps Headquarters, Washington, August 10.

Also present for the ceremony were Captains Dale L. Harpham, USMC, and James B. King, USMC, assistant leaders of the band.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

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PER

Performance

THE STORY OF THE HANDICAPPED



1960 Physician's Award Winner

The President's Committee on Employment
of the Physically Handicapped

DECEMBER 1961

NOV 27 1961



Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment
of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Gordon M. Freeman, Victor Riesel
Vice Chairmen

William P. McCahill
Executive Secretary

Vol. XII, No. 6

December 1961

Lawrence T. Burdick, *Editor*

Leah Smuckler, *Associate Editor*

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Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Emergency Planning, and the Administrator of the General Services Administration.

Use of funds for printing this publication has been approved
by the Director of the Bureau of the Budget, June 11, 1959

Dr. Lee D. Cady Receives Physician's Award

A TEXAS doctor, Lee D. Cady, Manager of the Houston Veterans Administration Hospital, received the President's Committee's 1960 Physician's Award. The award is given annually to the physician who has made an outstanding contribution to the Committee's program.

Upon being notified by Chairman Melvin J. Maas that he had been unanimously selected, Dr. Cady replied, "As in the case of most awards, it really belongs to my associates in Houston and throughout the State who have loyally sustained the employ-the-handicapped program—but I am very happy to represent Texas in its receipt."

The Physician's Award is an illuminated scroll with an appropriate inscription over the signature of the President of the United States. It was presented to Dr. Cady at the Annual Banquet of the Congress on Occupational Health of the American Medical Association in Denver, Colo., October 3, 1961. Dr. Edward C. Holmblad, chairman of the Medical Committee of the President's Committee, made the presentation. (See cover photo.)

Dr. Cady was recommended for the award by Dr. Robert A. Wise, Assistant Chief Physician of the Humble Oil and

Refining Co., Houston, and Laurence R. Melton, Chairman of the Texas Governor's Committee.

Dr. Cady has been manager of the Houston VA Hospital since it was transferred from the Navy to the VA in April 1949. Noting that scores of handicapped persons are employed at the hospital, Dr. Cady said: "We practice what we preach."

During World War II, as a Colonel, Dr. Cady commanded the 21st General Hospital through campaigns in Africa, Italy and France. The hospital was repeatedly cited for meritorious service, and at least 70 of its members were personally decorated.

Before the war Dr. Cady, a native of Missouri, was influential in Missouri medical circles. He was president of the St. Louis Medical Society in 1936, during which time he aided in setting up the now famous Blue Cross Hospital Plan. He is a graduate of the Washington University School of Medicine in St. Louis.

Dr. Cady is a member of the American College of Physicians, is certified by the American Board of Internal Medicine, and is a diplomate of the National Board of Medical Examiners. He is the author of more than 30 articles in scientific periodicals.

Recommendations for Physician's Award must be made through the Governors' Committees. Nominations for the 1961 award must be received by the President's Committee by December 31, 1961.

Uncle Sam Pitches in For NEPH Week

By Edmond J. Leonard

WITH NEPH Week behind us (October 1-7), it might prove interesting to take a look at some of the observances in which governmental agencies participated to promote the employment of the handicapped.

"Early planning, plus complete participation by all Departments and Agencies, contributed to making NEPH Week in Government one of the most successful ever held," reported Melvin J. Maas, Chairman of the President's Committee. "Their contribution," General Maas said, "reflects a vigorous sense of community responsibility which is characteristic of men and women in Government."

Preparations began in early August. A reminder went out from the President's Committee to over 100 information officers suggesting that a great deal of "visibility" could be created for NEPH Week 1961 if, among other plans, each agency would release at least one story that week to highlight the cause of jobs for the handicapped.

"You can be sure that the *Veterans Administration* will do all it can to create 'visibility' of NEPH Week 1961." Typically, this was the gist of the replies as each agency rose to the occasion.

Reported the *Army*: "At present we are gathering information on handicapped persons holding significant jobs within the Department of the Army. We will include this data in a national

release to be distributed on or about October 1."

From the *Department of Interior* came word that: "We are now in the process of working up a story on a blind lawyer whom we hired several months ago." Interior, however, was scooped. The *Washington Post* sniffed a human interest angle and sent over a reporter and photographer to do the story in grand style.

Commerce Prepares Radio Script for Field Offices

Commerce Department decided on a different media: "... We have incorporated material on employment of the physically handicapped into a radio series. Each week, managers in 16 of our field offices appear on a total of 24 separate regularly scheduled broadcasts in different parts of the country ..."

A copy of the script accompanied the reply. Here is what the field office manager is prompted to say when the announcer asks him what he hopes to accomplish by NEPH Week: "If we can create nationwide interest in the rehabilitation and employment of our physically handicapped citizens, then we can spend the rest of the year working for a climate of equal opportunity for all persons—the handicapped included ..."

Here are a few excerpts from the

many other enthusiastic responses demonstrated by the Executive Departments and Agencies in carrying out the President's wishes to show the world what Government is accomplishing in the interest of the handicapped:

Treasury: "The year 1961 may become the second highest year of employment of the handicapped in the Treasury Department."

Agriculture: "We have prepared an article to run in the Department's house organ, USDA."

Air Force: "Specifically, we will issue a statement on the Air Force program by either the Secretary or the Chief of Staff during the latter part of September and direct our bases and installations throughout the country to issue local releases at that time. Local releases would emphasize Air Force support of 'Hire-the-Handicapped' and cite outstanding individuals employed by local Air Force activity."

Veterans Administration: "We have alerted our Information Service Representatives throughout the country and through them all of our field stations to release at least one story emphasizing the 'Hire the Handicapped' message during the period October 1-7. Our field station managers will also soon have in their hands the radio and TV kit for NEPH Week."

Civil Service Commission: "In the advanced copy of the Commission Operations Letter, issued for the guidance of our 11 regional offices throughout the country, you will note our emphasis on strengthening the 2,500-member Government-wide coordinator program for the physically handicapped, on spotlighting the need for

handicapped persons to receive full and fair consideration for Federal jobs, and on pointing out the need for better utilization of employees already on the rolls who become disabled, or whose disabilities become aggravated, during their Federal employment."

Atomic Energy Commission: "We have initiated action to identify handicapped employees of the Headquarters office whose stories may be worthy of publication during NEPH Week. In addition, we have called your plans to the attention of our field offices, suggesting that they make newsworthy stories available to local media . . ."

Government Printing Office: "We will publicize the program in our weekly announcement sheets . . ."

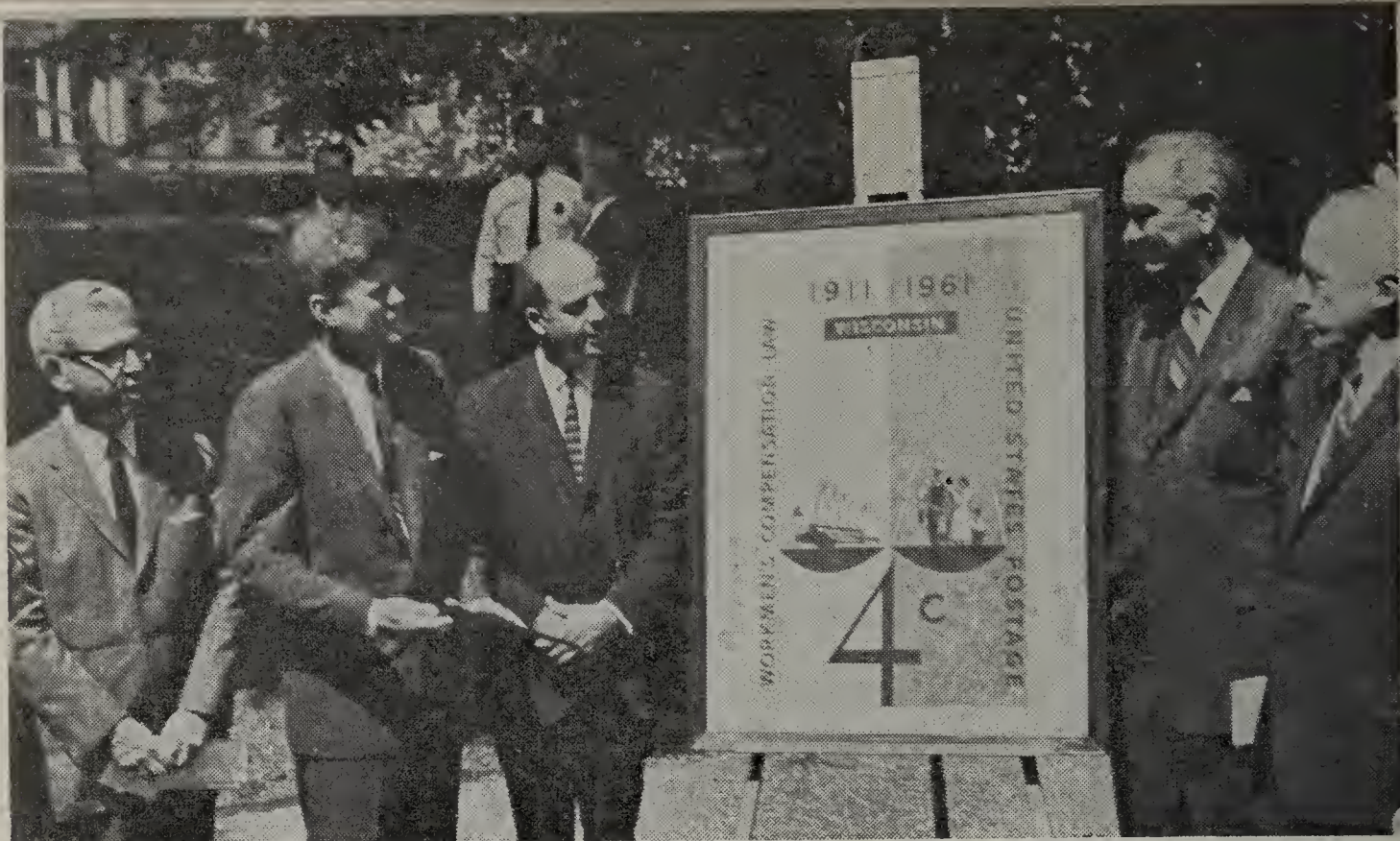
Farm Credit Displays Committee Materials

Farm Credit Administration: "We plan to prominently display the Proclamation and other program material on our bulletin boards and to publicize the program throughout our organization."

Navy Department: "All Naval and Marine Corps activities are urged to participate in observing NEPH Week, and to assist the President's Committee in its work of promoting public acceptance of physically handicapped workers."

The second phase of the promotion was begun in mid-September. The President's Committee sent personal messages to each of the information officers congratulating them on the outstanding events which many

(Continued on page 12)



Participating in the stamp ceremony are, left to right: Secretary of Labor Arthur J. Goldberg, President Kennedy, Wisconsin's Gov. Gaylord Nelson, Vice President Lyndon B. Johnson, and Postmaster General J. Edward Day.

Stamp Commemorates Wisconsin Law

WISCONSIN'S workmen's compensation law, signed May 3, 1911, received nationwide recognition at a special White House ceremony, August 31. The occasion was the unveiling of a new 4-cent stamp commemorating the 50th anniversary of the enactment of the measure.

President Kennedy called the law "one of the great landmarks of social legislation on the books of our country."

The Wisconsin law set a pattern for vital legislation passed subsequently throughout the country to provide protection for employees and their families in the event of accidents and resulting disability.

Secretary of Labor Arthur J. Goldberg told the distinguished guests assembled on the White House lawn: "Today we salute the people of Wisconsin whose forward looking officials and legislators put the first State work-

men's compensation program into operation. We pay tribute also to all of those in Federal and State governments who contributed to the pioneering and successful operation of the nationwide workmen's compensation system. This system currently provides a measure of economic protection against income losses due to injury on the job to 43,000,000 wage earners and their families."

Postmaster General J. Edward Day called the Wisconsin law "the starting point for a series of major enactments, State and Federal, which, over these 50 years, have given increasing recognition to the dignity of the workingman."

The AFL-CIO was represented by Peter T. Schoemann, president of the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, who said that recent law

(Continued on page 9)

Three Awarded in Wheelchair Design Contest

MOST PEOPLE are able to take stairs in their stride as they go about their daily activities, but for persons in wheelchairs, stairs can pose a real problem. Unless nonambulatory workers are able to go up and down the stairs which lead to places of employment—to offices, plants or factories—job opportunities for the handicapped are limited not by employer prejudices, but by architectural impediments.

Basic to the President's Committee's hire-the-handicapped program is the realization that a disabled worker's potential for adjustment in a vocational setting is one of the primary considerations which influence employer hiring practices.

If a wheelchair could be devised to make it possible or easier for a physically handicapped person to move around in an industrial building, the reluctance of some firms to hire capable persons who have to depend on wheelchairs would disappear, and many more workers with ambulatory impairments could find employment.

Could the inventors across the country come up with a design for a practical, self-propelled wheelchair which could go up and down stairs and in and out of places of employment? This question was propounded to K. Vernon Banta, Deputy Executive Secretary of the President's Committee, and an offer of \$5,000 in prize money from a public-spirited citizen of a Midwestern city followed. This anonymous donor

made it possible for the President's Committee, in collaboration with the National Inventors Council of the Department of Commerce, to stimulate interest among inventors to submit a workable plan for a revolutionary new wheelchair.

About 500 designs of stair-climbing wheelchairs were received and initially screened by the Inventors Council as a result of this large-scale idea search. Of this number, 24 were considered to have particular merit and were submitted for final determination to the panel of judges appointed by the President's Committee. The judges charged with the selection of the most feasible plan and distribution of the prize money were Dr. Leonard Carmichael of the Smithsonian Institution, Rear Admiral Luis de Florez, USN (Ret.) of the National Inventors Council, and Thomas Jefferson Miley, recently retired Vice President of the Commerce and Industry Association of New York, Inc.

In reaching their final decision, the judges found that no single idea as submitted satisfied the full requirements as set forth in the contest specifications. However, in their opinion, three of the top 24 designs were particularly noteworthy and considered to have the greatest potential for eventually arriving at a sound and practical solution to the wheelchair problem.

(Continued on p. 12)



Artist Despite Handicaps

James D. Ensign, who created this design for a Christmas card, is shown below at work on a painting.

JAMES D. ENSIGN of Berkeley, Calif., uses his toes just as the ordinary person uses his fingers. Most important, he paints and draws and has been able to earn money through his art.

Cerebral palsied since birth, he has little use of his arms. At 46, he is outgoing and busy with a number of projects, which include writing an autobiography, writing poems and short stories. These, he remarks ruefully, have collected rejection slips. But his art has been considerably more successful. Not, as Mr. Ensign tells his friends, that it has brought any riches, but it has brought in some money and a great sense of achievement.

Jim is a member of the Society of Western Artists and has had his work

exhibited in a number of local shows in Berkeley and Oakland.

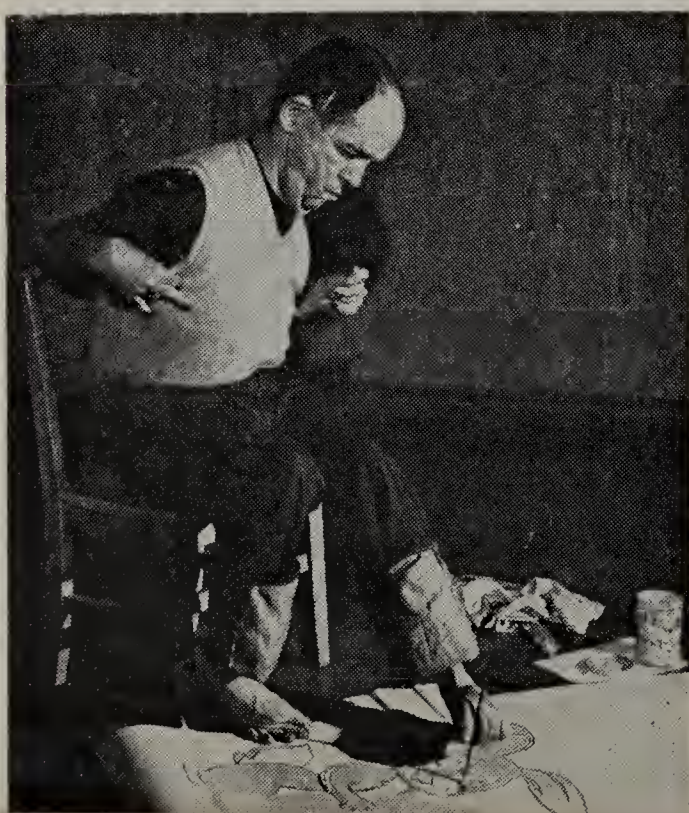
One of Mr. Ensign's annual pieces of work is a Christmas card which he designs and draws himself and for which he writes an appropriate poem. He sends these to his friends and also sells them. Last year's effort, shown here, included an amusing rhyme about a Santa stuck in the chimney.

Mr. Ensign has been drawing since he was a child. His sister gave him a set of paints one Christmas and he was off on a career as an artist. Today he uses all media—pastels, fresco and oils—and also sketches. His favorite subjects are landscapes. However, he has also done many portraits. . . .

Mr. Ensign is an enthusiastic and active member of the adult group of United Cerebral Palsy of Alameda County. He gets around in an electric wheelchair. . . .

Five years ago, romance came into James Ensign's life. In January 1956, he met Lavonne, a pretty blonde girl, only mildly affected by cerebral palsy. A month later they were married. "I was afraid she would get away," he explains. The couple are very compatible and happy.

Excerpted from UCP CRUSADER



The Human Victory—A True Story

By Bernard Posner

HELPER in a gas station may not seem like much of a career, but it represents a brilliant victory for a sandy-haired young man in Washington, D.C., who, not many months ago, would freeze in front of strangers.

When he first came to the Occupational Training Center, a sheltered workshop for the retarded in the Takoma Park section of Washington, he spoke to no one; the few words he uttered came out as painful stutters; he couldn't read nor write; he was totally disinterested in life around him.

Not only was he classed as mentally retarded; he had emotional problems as well.

Probing his background, the Center found he had been raised in a foster home since the age of 2; had done poorly in special classes in school; dropped out at 15; dabbled in upholstery training but didn't like it; had been absolutely idle for more than a year.

At the Center, he kept to himself. He spent most of the time staring vacantly out the window.

Weeks passed. Slowly but surely a transformation occurred. "A miracle," the Center's psychologist called it. But he couldn't put his finger on

any single cause: The busy atmosphere of the workshop, where everyone had a job to do and a place to do it? The matter-of-fact way the other men and women accepted him, even in his silence? Being treated as an adult and not an overgrown child? An understanding psychologist?

Whatever the cause, the change took place. His stuttering lessened. He began to read, to talk to those around him, to laugh at their jokes. He started to make his own decisions—what kind of training to take, what necktie to wear, what friends to eat lunch with.

Then came the call from the gas station to the center: "Can you send over a young man who's friendly, who gets along well with people?"

This young man went—the same young man who, a short time ago, would speak to no one.

A week later, another call from the gas station: "That young fellow you sent over? Best youngster we've had in a long time. Friendly, willing. We want him to stay permanently. Okay?"

Yes, okay, thought the psychologist as he put down the phone. That one word sums up the human victory, the victory of a new life . . .

During this season of holidays, PERFORMANCE sends warm wishes for peace and happiness to all.



Present at the signing of the agreement are, left to right: Harold A. Felix, Joseph Finnegan, Ben J. Cohan, Guy de Berc, Charles de Maria, Labor Relations Director, French Line; and Orin Lehman, Chairman, New York Governor's Committee.

Union and French Liner Sign Collective Bargaining Agreement on Hiring Handicapped

THE FIRST collective bargaining agreement in the maritime industry providing for employment of the physically handicapped was signed May 25 at a ceremony held aboard the French luxury liner, the *Liberte*.

The agreement was signed by Ben J. Cohan, Secretary-Treasurer of the Office Employees International Union, Local 153, AFL-CIO, and Guy de Berc, General Manager of the French Line. It was witnessed by representatives of the Governor's Committee on "Employ The Physically Handicapped," the President's Committee, and Harold Felix, New York City Labor Commissioner.

Joseph F. Finnegan, Chairman of the

New York State Board of Mediation, congratulated the union and the company for its progressive attitude on this important social problem.

The text of the agreement provides that the union may recommend for employment physically handicapped people having the ability to do the required work. The French Line in turn agrees to employ from among those physically handicapped recommended by the union.

This agreement is being hailed as an example of constructive collective bargaining which results in benefit to the public, the union members and the company.

Experts To Evaluate Safety Problems of 60's

MORE THAN 3,000 representatives of industry, labor, Government, professional, and safety groups will gather in Washington, March 6-8, 1962, to attend the eighth biennial President's Conference on Occupational Safety.

At the President's request, the Conference will focus attention on work injuries and means of preventing them.

Secretary of Labor Arthur J. Goldberg has been named General Chairman of the Conference by President Kennedy. In a letter to Mr. Goldberg, the President said:

"I hope you will continue and re-energize this voluntary association of management, labor, and government to insure during the sixties the most experienced counsel on the nature and control of hazards emerging from the new tasks which will develop from scientific progress.

"Regardless of the scope of modern research and development," the President continued, "safety is the primary purpose and most important product of today's scientist. This is a lesson I hope the Conference will inspire us all to learn and apply wherever people work or employ others."

For the second time Reed O. Hunt, President of Crown Zellerbach Corp., has accepted an invitation from the Secretary of Labor to serve as Executive Director of the Conference. The Secretary has named a technical advisory committee to help in planning the sessions.

Mr. Hunt, whose firm is noted for its

outstanding safety record, feels that the Conference should give the Nation the most up-to-date message available on successful safety practices. This is in line with the President's warning that the rapid pace of scientific and technological advance has added new hazards to the familiar risks encountered by the working people of the Nation. During the Conference the country's experts in the field of occupational safety will direct their attention to the need for seeing that such advance is not accompanied by unnecessary sacrifice of human life and limb.

Over the years, the President's Committee has cooperated with the President's Conference on Occupational Safety in seeking a reduction in the number of job injuries to American workers. Despite encouraging progress in recent years, the annual toll of industrial accidents is 13,000 deaths and 2 million disabling injuries.

Stamp

(Continued from p. 4)

changes and others pending "suggest clearly that we are entering a new era of progress along the path first sighted by the far-sighted framers of Wisconsin's workmen's compensation law."

The stamp was issued on Labor Day, September 4, at Milwaukee, Wis. The design, divided in halves, suggests a set of scales. To the right, in dark blue, are a workman, his wife and child; and to the left, in light blue, is a factory representing industry. The designer and artist was Norman Todhunter, New York illustrator, and the lettering was executed by Jerry Mullen of New York City.

Coordinating the Government's Program for Hiring the Handicapped

By John W. Macy, Jr.
Chairman, U.S. Civil Service Commission

EDITOR'S NOTE: The 1961 Conference for Coordinators for Employment of the Physically Handicapped, sponsored by the U.S. Civil Service Commission, was held in Washington on September 8, 1961. John W. Macy, Jr., Chairman of the Civil Service Commission, has summarized the purpose and achievements of the Government's coordinator program for the readers of PERFORMANCE.

IT SEEMS appropriate to me that we in the Federal Government should rededicate ourselves to the program for the employment of the physically handicapped. The statement of policy President Kennedy published on this subject in September reiterates the Government's stand on this important matter.

This is not a new program, but one in which the Federal Government has gained distinction over the years. Results of the Government's hiring of 180,000 physically handicapped persons since 1942 have been gratifying. We have learned that when these people are placed in specific tasks which they can perform in spite of their impairments, they do creditable jobs and become a distinct asset. They are faithful, they are productive, and they work efficiently.

Times change, conditions change, attitudes change, and it is important that we take stock from time to time of where we are going in order to give the program the necessary vitality and direction it needs.

None can doubt the Government's sincerity in its desire to help handicapped persons find employment in Government, for the benefits are mutual.

Our program for hiring the handicapped is important because it assumes that the Government as an employer must pursue a policy which is both humane and practical in utilizing the human resources that are put at its disposal for the purpose of serving the public interest. It is essential that all of us with line or staff responsibility look to this program as an important, intricate part of our management objectives.

Great achievements have been made since Government agencies began to appoint Coordinators to help carry out the placement of handicapped persons in Federal installations. There are now some 2,500 coordinators, charged with the effective placement of handicapped persons. It is the duty of each coordinator to learn what positions in his agency can be filled by physically handicapped persons, then to intercede with that agency's appointing officers to insure that the handicapped applicant is given fair consideration when he applies for a position. If the coordinator cannot place the handicapped applicant at his installation, he works with a counterpart at the State or city level in helping the man to find employment.

I place very great stock in the po-

tential productivity of the coordinator plan in aiding line supervisors and management in bringing about the productive employment of those who are handicapped.

The coordinator program is not a gimmick. It is not a device. It is a means of providing sympathetic staff support for those who must make personnel decisions. It is staff support to assist in what I would like to term "strategic placement" of those who are handicapped, to assure that the fullest potential of every person is realized.

At the Washington coordinators conference this year an effort was made to give tips and guidance for improving the coordinator program. I said at the conference, and I still maintain, that ultimate success rests with the individual agency coordinator, for only he is acquainted with the unique context of his particular organization and its mission. In an organization as large as the Federal Government it is a mistake to assume that we can lay down specific guidelines which would be applicable in every situation, for we have thousands of work situations.

The value of the coordinator program is to have an individual with the interest and the capacity to work with each of these unique and individual situations so that handicapped employ-

ees can become productive in strategic places.

In administering the coordinator program, the Civil Service Commission works closely with, and under the guidance of, the President's Committee. General Melvin Maas and his associates have been a source of leadership and inspiration in all the work we have done in hiring handicapped persons. We look forward to their continued contributions.

We have found that a number of employers are watching the Government's coordinator program to determine whether it has the feasibility for application in corporate organizations, as it has at the Federal, State, and city level.

Here is an opportunity for the Government to do some pioneering in this particular field; to reach new frontiers and develop them to the welfare of the people concerned, while we accomplish the important work we have to do in the Federal Government.

I hope the Federal Government will continue to exercise leadership; not in a sense that the Federal Government should become a social agency, but in the sense that this program is sound management. Humanity and management work together. The Government, through its coordinator program, can blend humanity and sound management in the public interest.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

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NEPH Week

(Continued from page 3)

agencies planned in observance of NEPH Week, and giving them more informational tools to work with.

Arrangements were made for a White House Proclamation and this was distributed along with copies of President Kennedy's statement asking all Executive branches to implement his policy to make Government, as an employer, the leader in selective placement of physically handicapped persons. The President's Committee also distributed copies of the Joint Statement of the Associate Members, and released a round-up story of these documents to the labor press throughout the country.

During the Week itself, all Federal agencies came through in fine fettle with stories emphasizing the good job the handicapped were doing in Government work. The Week's theme was kept in prominence by a President's Committee Cup Golf Tournament held at the National Naval Medical Center in the interest of the handicapped, in which representatives of all the major agencies participated before an audience of hospital patients.

The tempo was sustained throughout NEPH Week by stories carrying advance notices of various meetings in which a Government representative spoke and coverage of the programs. A summing up of all the activities reinforces the conviction that meticulous planning is justified by the results.

Moral: It's not too soon to get moving now on plans for NEPH Week 1962.

Wheelchair

(Continued from page 5)

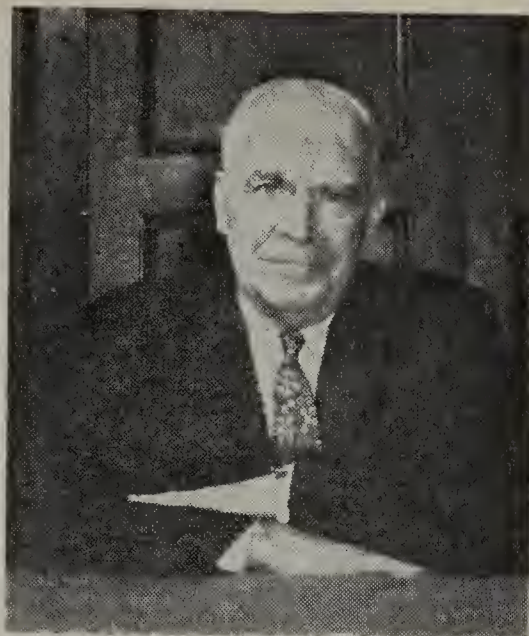
Even though these three designs are not conclusive in their present stage, the judges recommended that each of the three designers be awarded a special prize of \$1,000. The other 21 finalists received plaques commending their service to the physically handicapped.

The three winners were Carl A. King of Georgetown, Ky.; Lionel Freeman of Sherman Oaks, Calif.; and Capt. R. B. McLaughlin, USN (Ret.) of Palo Alto, Calif. At appropriate ceremonies in their respective communities, which coincided with observances of National Employ the Physically Handicapped Week, these inventors were presented checks for \$1,000. Accompanying the cash award was a Chairman's Commendation, signed both by Maj. Gen. Melvin J. Maas, USMCR Ret., Chairman of the President's Committee, and by Hon. Luther H. Hodges, Secretary of Commerce.

Encouraged by the enthusiastic response and the technical ingenuity of the plans submitted, the anonymous donor offered an additional \$5,000 to the inventor who makes sufficient refinements to meet the definition contained in the original specifications and finally accomplishes the intent of the contest. The idea search, therefore, will remain open on a continuing basis. It is hoped that before very long a means will be found whereby persons in wheelchairs can have relatively independent mobility. When this goal is achieved, a greater proportion of persons confined to wheelchairs will be able to accept employment.

Needed Force to An Active Economy

LUTHER H. HODGES
Secretary of Commerce



NO NATION can afford to waste its natural resources, and certainly manpower is one of our most important resources. The disabled constitute an important segment of our work force. Not to use their talents and abilities fully is to do discredit to them and to the country as a whole.

Fortunately, we have come a long way from the time when it was thought that any serious disability would, in all likelihood, end a man's productive life, when at best someone would look out for his comfort and welfare. We now realize that through rehabilitation the disabled worker can take care of himself. And, as an active, productive citizen, he can be an enormous asset to society.

Rehabilitation costs money, but so do welfare programs. Under Federal-State plans, rehabilitation has gone forward. Employment bureaus have special personnel for finding work for the disabled. Industry is making it a point to hire more and more disabled workers. A tremendous move forward was taken recently when President Kennedy appointed a committee of experts to tackle the problem of mental retardation. He called for "a comprehensive

and coordinated attack on the problem." Some victims are already being rehabilitated, and new medical discoveries are saving newborn babies from brain damage. These are steps in the right direction. But the trend must accelerate before we come even close to realizing the potential of this valuable portion of our work force.

Through rehabilitation programs, we can save, and add, vital skills to our economy. Many handicapped workers learn new skills to replace the old ones, lost through some misfortune. They learn, they learn quickly—sometimes faster than their unhandicapped fellows.

Hiring the disabled is not simply a matter of humanitarianism, it is good business. Industry is learning this, and the number of handicapped persons on payrolls is growing every day. By returning to productive life people who would otherwise be idle, the business world is contributing needed force to an active economy.

I sincerely urge all segments of our economy—government, management, and labor—to redouble their efforts in this cause.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

Dr. Aldes

Receives

New Honor



PROOF that winners of the President's Committee's Physician's Award do not rest on their laurels appears above. Dr. John H. Aldes, recipient of the 1959 award, was honored by the California legislature with a special resolution presented to him for his outstanding work. The presentation was made on the evening of March 9 by Gov. Edmund G. Brown (left) and Assemblyman William A. Munnell (right).

New York Governor Orders Access for Handicapped

NEW YORK's Gov. Nelson Rockefeller ordered all present and future State-owned buildings to be modified to provide easy access for physically handicapped persons.

The Governor asked the State Public Works Department to incorporate such features as gently sloping ramps, ground level entrances, automatic door

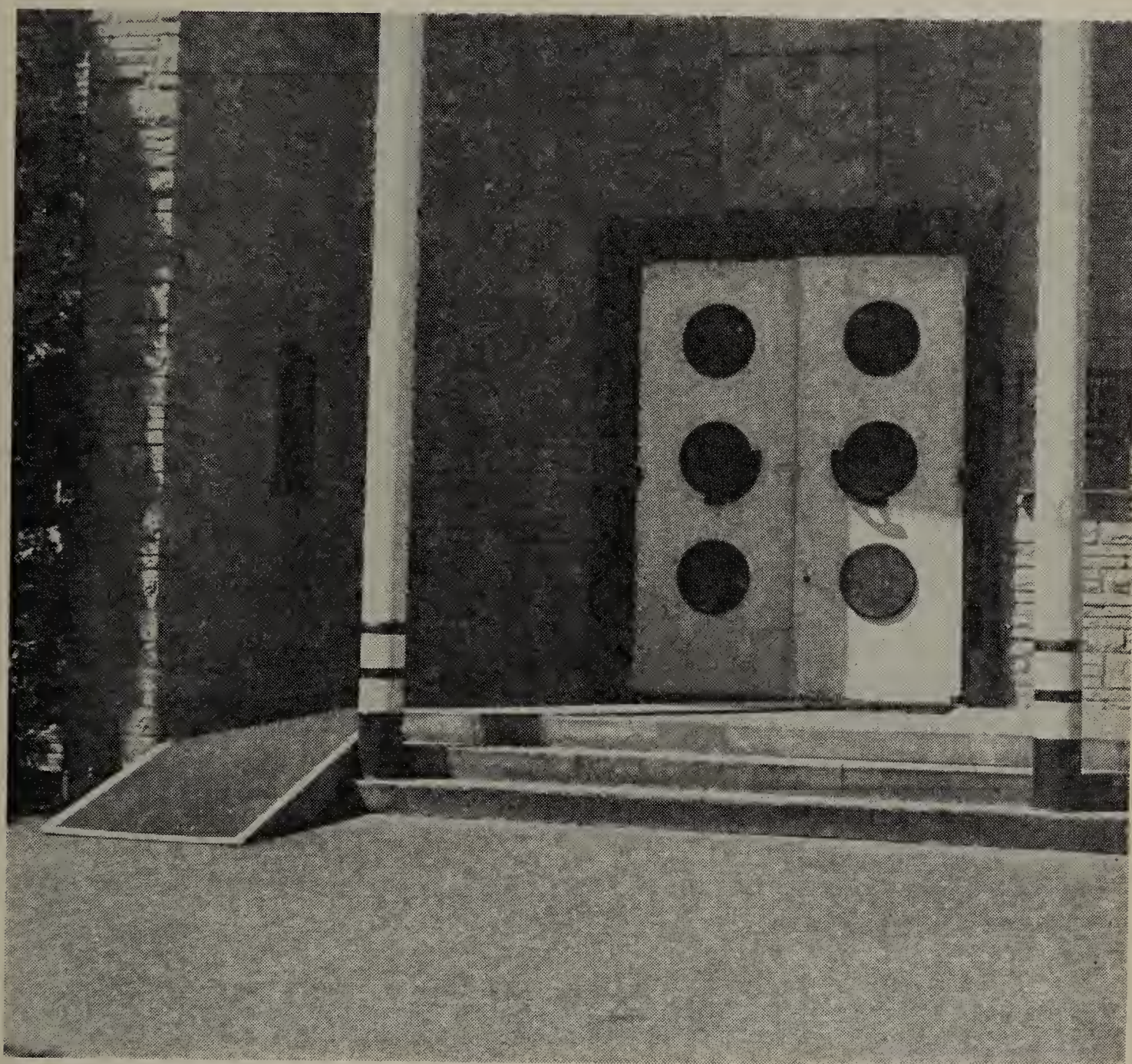
openers, and hand-rails in the plans for all new State structures.

Governor Rockefeller said the new policy not only will permit physically handicapped persons having business with the State to visit the offices in person, but also will allow more extensive employment of the handicapped.

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Performance

THE STORY OF THE HANDICAPPED



*Steps Can Be All the Things
A Locked Door Can Be . . .*

The President's Committee on Employment
of the Physically Handicapped

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Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on
Employment of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Gordon M. Freeman, Victor Riesel
Vice Chairmen

William P. McCahill
Executive Secretary

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Lawrence T. Burdick, *Editor*

Leah Smuckler, *Associate Editor*

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Photo Credits: National Naval Medical Center; Charles Rossi, New York, N.Y.; and Rhode Island Department of Employment Security.

Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Emergency Planning, and the Administrator of the General Services Administration.

Use of funds for printing this publication has been approved
by the Director of the Bureau of the Budget, June 11, 1959

Doors, Opened or Closed?

By Edmond J. Leonard

DOORS may swing in or out, slide back and forth, revolve, open or close. This is not so startling.

A door can be an entrance or an exit, depending on whether you are outside or inside. This goes without saying.

Sometimes doors are locked. A locked door can be a nuisance, a menace, a disappointment, a satisfaction, a precaution, a symbol, a challenge, a fixation, a necessity, and many more things, singly or in combination.

But doors, locked or unlocked, do not stand alone; otherwise they would not be doors. Doors are part of entranceways and passageways, and whether they are front doors or back doors, they have doorsills and doorposts, sometimes doorplates and door-knobs, and sometimes, too, doors have steps leading up to them.

Steps can be all the things a locked door can be. Steps can be a nuisance, a menace, a disappointment, etc. Steps can even make an opened door seem closed.

This can happen when a handicapped worker cannot negotiate the steps leading to the door of his office or factory or plant. It can also happen when a worker injures his back hauling equipment or carts or handtrucks up and down the steps. Steps then can be a safety hazard which multiply the working problems for handicapped and able-bodied workers alike.

This is not a condemnation of steps

in general. Steps can enhance the architectural beauty of buildings, and beauty can enhance the lives of all of us. But steps should not be an impediment which locks an open door nor a stumbling block which hampers safe working conditions.

Any employer who recognizes this has a heart. The Simpson Timber Co. of Shelton, Wash., one of the Nation's largest logging and forest products manufacturers, has a heart as big as the whole Pacific Northwest.

Take another look at the cover picture. This photograph of the front entrance to Simpson Timber Co.'s office building is eloquent testimony to the effective employ-the-handicapped program which this firm has been carrying on against extremely difficult odds. The striking feature of this picture is the thoughtful way in which a ramp cuts the perfect symmetry of the entranceway to provide easy access for handicapped workers and to prevent able-bodied workers from becoming handicapped.

This ramp may not conform wholly to the recently announced specifications of the American Standards Association—perhaps the slope rises somewhat abruptly, and there is no handrail—but this employer couldn't wait for standards to be developed. The officials of this firm made their own assessment of what was needed, and went on to correct the situation.

It is easy to tell from this picture

that Simpson Timber Co.'s selective placement program is structured on an "open door" policy.

Through these open doors at Simpson pass loggers, riggers, fallers and buckers—a breed born to the rigorous and dangerous timber industry. They are a proud lot—proud of their woods, proud of their skill, proud of their occupation. They like what they are doing; what they are doing is their whole life—no other job would satisfy them.

That's why, when they pass through these doors for the first time, Simpson says in effect, we'll make a deal with you. You promise us your maximum in prevention, and we promise you our maximum in retention. If you make an all-out effort to prevent accidents, we'll do everything possible to keep you on the payroll should an accidental injury cause you to become handicapped.

This was a tough bargain. Skeptics predicted that Simpson would not be able to keep its workers in better or no less desirable jobs should any be-

come disabled. But in 1954 the company received a citation from the President's Committee, and company officials received letters of commendation from the Governor for making a perfect score. In that year the company had on its payrolls every employee who had been sick or injured during the previous year and who wished to remain employed by the company.

Simpson even succeeded in raising higher the eyebrows of its skeptics. They found that, despite the difficult nature and inherent dangers of work in a forest products industry, Simpson was able to open its doors to hire other handicapped workers. Through the years the company has maintained close and active cooperation with the Governor's Employ the Handicapped Committee—a relationship which Simpson considers "good business."

The doors at Simpson are made from local timbers, but they signify a universal hope. The hope is that more closed doors will open to the handicapped—a hope which has been translated to reality by Simpson.

Shortly before this issue went to press, a new set of architectural standards, making buildings and facilities accessible and usable to the physically handicapped, were introduced at the Annual Convention of the National Society for Crippled Children and Adults in Denver, November 18. These standards, designed to break down architectural barriers for the handicapped, were issued as a joint project of the National Society and the President's Committee under the auspices of the American Standards Association. Our next issue will carry complete coverage of this important event, the culmination of many years of planning and groundwork to help provide complete and independent access for the handicapped to government, civic, business, industrial, cultural, educational and religious structures.



Defenders In War Producers In Peace

WITH a backward glance at the year just passed, the Veterans Employment Representatives in the 1,800 local public employment offices look to the future with conflicting feelings—with a feeling of accomplishment, and with a realization that the job is by no means finished.

During 1961 approximately 100,000 handicapped veterans received job placement services. At the same time there remain approximately 80,000 handicapped veterans in the active files who are in need of employment assistance.

Rehabilitation of the handicapped is definitely not a one-time job; Veterans Employment Representatives recognize it as a continuing responsibility. Their task is made more difficult during these times of swift industrial and technological advancement and expanding labor markets, when handicapped work-

ers are forced to compete even more strongly for employment opportunities.

Recognizing the employment plight of handicapped veterans, the Advertising Council, in cooperation with the Transit Advertising Companies of the Nation, has again rallied to their support by arranging to have copies of the car card pictured above posted in buses and streetcars during the month of January 1962.

This card was adapted from a cartoon drawn by Mort Walker, creator of "Beetle Bailey" and a member of the Cartoonist Committee of the President's Committee. Funds for the printing of the car cards were provided by the Bureau of Employment Security of the United States Department of Labor.

The Transit Advertising Companies will distribute approximately 82,000 cards, and the Veterans Employment Service will distribute an additional 5,000 through all of their field offices.

Vice Chairman Riesel Addresses NAIA



VICTOR RIESEL (center), a Vice Chairman of the President's Committee, is shown at the Annual Convention of the National Association of Insurance Agents in Dallas, Tex., September 25-27, where the syndicated columnist and international labor authority was a featured speaker.

Pictured with him at the President's Committee exhibit booth, where NAIA delegates paused to discuss the employ-the-handicapped program, is K. Vernon Banta (left), Deputy Executive Secretary of the Committee, and Louie E. Woodbury, Jr. (right), chairman of the Workmen's Compensation Committee of the President's Committee.

Mr. Woodbury, who is also chairman of NAIA's Special Committee on Employment of Physically Handicapped, reported to the Association that active participation in the hire-the-handicapped program is rewarding to individual members, local boards and State associations. "We are not only help-

New "Wonder Drug" Helps Rehabilitation

THE TOTAL rehabilitation process of a handicapped person involves more than purely medical and physical considerations. Often psychological and social revitalization is the most difficult part of effecting a comeback in the rehabilitation of the aged, the infirm, and the handicapped.

"Comeback," a new 16 mm. color film, produced on location in four New York City hospitals, tells of the role of therapeutic recreation, and how a trained recreation specialist helps a hospitalized crippled boy reestablish communication with the everyday world and learn to live again.

The film, recently premiered at the Bellevue School of Nursing before 200 workers in the health and welfare fields, is sponsored by Comeback, Inc., a new organization which is the only national health agency dealing solely with therapeutic recreation. Dr. Howard A. Rusk, chairman of the Advisory Board for Comeback, Inc., calls therapeutic recreation a "wonder drug" in the total rehabilitation process.

Prints of the film are available on loan to volunteer groups, health and welfare departments, and all interested groups, from Comeback, Inc., 16 West 46 Street, New York, N.Y.

ing worthy people," Mr. Woodbury told the delegates, "but by participating in this program we are importantly building an image of unselfish service in the public mind."

Presidential Panel To Eye Jobs for Retarded

PRESIDENT KENNEDY'S newly-appointed Panel on Mental Retardation will pay close attention to what has been done and what should be done in the field of employment opportunities for the retarded.

In his message announcing the Panel the President said: ". . . The preparation of the mentally retarded for a useful role in society and industry must receive more attention . . . Neither special education nor special rehabilitation procedures furnish the complete answer to employment of the retarded. New knowledge and new techniques are needed, for over 25 percent of those coming out of special classes still cannot be placed."

Panel Chairman is Dr. Leonard Mayo, Executive Director of the Association for the Aid of Crippled Children, New York City. Among the panel members (drawn from walks of life ranging from medicine to business) are two President's Committee members: Henry Viscardi, Jr., President of Abilities, Inc., and Wallace W. Tudor, Vice President of Sears, Roebuck & Co.

The President's Committee has of-

fered its services and resources to the panel in the area of jobs-for-the-retarded.

The Panel has been asked to make a "broad study of the scope and dimensions of the various factors that are relevant to mental retardation. These include biological, psychological, educational, vocational and socio-cultural aspects . . ."

Further, the Panel will be called upon for recommendations regarding these four points:

1. Recruiting of professional personnel necessary "to develop and apply the new knowledge."

2. "The major areas of concern that offer the most hope; and the means, the techniques and the private and governmental structures necessary to encourage research in these areas."

3. Present programs of treatment, rehabilitation and education.

4. Relationships between the Federal Government, the States and private resources in their common efforts to fight retardation.

Deadline for the Panel's report is December 31, 1962.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

ARTICLES MAY BE REPRINTED WITH OR WITHOUT CREDIT. PHOTOS ARE AVAILABLE UPON REQUEST; GIVE CREDIT WHEN INDICATED.

State Chairmen of Governors' Committees

THE leadership provided by State Chairmen of Governors' Committees on Employment of the Handicapped has played a vital part in the success of the hire-the-handicapped program. Although PERFORMANCE has periodically announced the names of new chairmen, no complete list of all the chairmen has been printed for some time. We, therefore, take pleasure at the beginning of the new year in listing the names and affiliations of these important officials.

Private Industry

- Hugh Comer, Chairman of the Board, Avondale Mills, Sylacauga, Ala.
Rufus Coulter, Director of Personnel, Motorola Co., Phoenix, Ariz.
Sam Strauss, Jr., Vice President, Pfeifers of Arkansas, Little Rock, Ark.
William K. Hopkins, Director of Industrial Relations, Columbia Pictures, Hollywood, Calif.
Lawrence H. Snyder, Employment Manager, Industrial Relations Department, Atlas Chemical Industries, Inc., Wilmington, Del.
J. Leo Lynch, Vice President, National Bank of Washington, Washington, D.C.
Clifford M. Clarke, Jr., Executive Vice President, Associated Industries of Georgia, Atlanta, Ga.
James B. Cruzen, Cruzen Petroleum Co., Boise, Idaho.
George Barr, President, G. Barr & Co., Chicago, Ill.
Albert G. Glass, Operations Manager, Look Magazine, Des Moines, Iowa.
Perry L. Miller, Manager, Kansas Electric Cooperatives Association, Topeka, Kans.
A. R. Johnson III, President, American Bank & Trust Co., Baton Rouge, La.
Chester A. Troy, President, Troy's, Inc., Cockeysville, Md.
Judson Perkins, Director of Public Relations, General Telephone Co., Muskegon, Mich.
L. W. Binger, Manager, Personnel Services, Minnesota Mining and Manufacturing Co., St. Paul, Minn.
Ted Thompson, Assistant Vice President, National Bank of Commerce, Lincoln, Nebr.
Jack Walsh, Executive Director, Desert Inn, Las Vegas, Nev.
David C. Yunich, President, Bambergers, Inc., Newark, N.J.
William J. Hildebrand, Public Relations Telephone Service, Albuquerque, N. Mex.
Orin Lehman, Investment Banker, New York, N.Y.
Theodore Loy, Construction Contractor, Minot, N. Dak.
Woodrow A. Stillwagon, Personnel Director, Flexible Packaging Division, Continental Can Co., Mount Vernon, Ohio.
Dr. Waldo Stephens, President, Stephens Oil Co., Oklahoma City, Okla.

J. R. Brewer, Superintendent, Sears, Roebuck & Co., Portland, Oreg.
 Harold Stanzler, Personnel Manager, Collyer Insulated Wire, Pawtucket, R.I.
 John Moodie, Employment Manager, Homestake Mining Co., Lead, S. Dak.
 Arch Northington, King and Northington Insurance, Clarksville, Tenn.
 Laurence Melton, President, Melton Printing Co., Dallas, Tex.
 Edwin L. Huber, Director of Personnel and Public Relations, Jones and Lamson
 Machine Co., Springfield, Vt.
 Leo Weisfield, President, Weisfield's Inc., Olympia, Wash.
 A. F. Trebilcock, The Borden Co., Milwaukee, Wis.

State and Local Government

Jack Finch, Superintendent of Schools, Ketchikan, Alaska.
 E. Leigh Stevens, Director, Hawaii State Employment Service, Honolulu, Hawaii.
 O. L. Burkeen, Manager, Louisville Employment Service, Louisville, Ky.
 Joseph E. A. Cote, Commissioner, Maine Employment Security Commission,
 Augusta, Maine.
 John P. Sullivan, Information Director, State Division of Employment Security,
 Boston, Mass.
 Travis McCharen, Director, Division of Vocational Rehabilitation, Jackson, Miss.
 Ralph A. Jackson, Selective Placement Supervisor, Montana State Employment
 Service, Helena, Mont.
 Hon. A. Allen Sulcove, Pennsylvania Secretary of Labor and Industry, Harris-
 burg, Pa.
 Domingo Collazo, Director, Puerto Rico Vocational Rehabilitation Division, Hato
 Rey, P.R.
 Dill D. Beckman, Director, State Division of Vocational Rehabilitation, Colum-
 bia, S.C.
 George T. Kingsley, Sr., Employment Counseling Supervisor, Virginia State
 Employment Service, Richmond, Va.
 Macon Berryman, Virgin Islands Commissioner of Social Welfare, St. Thomas.
 Robert E. Rennard, Vocational Counselor-Vocational Rehabilitation Specialist,
 Veterans Administration, Cheyenne, Wyo.

Professions

John S. Young, M.D., Medical Director, Craig Rehabilitation Center, Denver,
 Colo.
 William G. Ennis, Retired State Official, Shelton, Conn.
 Eugene P. Spellman, Attorney, Miami, Fla.
 Neal E. Baxter, M.D., Bloomington, Ind.
 Vacancy—Missouri
 Mrs. Abby Wilder, Retired State Official, Concord, N.H.
 Vacancy—North Carolina.
 Dr. L. B. Harmon, Retired State Official, Salt Lake City, Utah.
 Albert F. Good, Attorney, Charleston, W. Va.

Golf Tournament Climaxes NEPH Week In Nation's Capital

SATURDAY, October 7, was a bright, sunny day, but a shower of golf balls covered the National Naval Medical Center's Golf Course at Bethesda, Md., as representatives of the major Federal Agencies and the military services played in the President's Committee Cup Golf Tournament.

The 18-hole, one-day tournament, 1961 NEPH Week finale, saw the military walk off with most of the honors. Col. William C. Marett, of the U.S. Air Force Surgeon General's Office, won the first-place cup for low net. Lt. Paul Jula, of the U.S. Navy's Bureau of Medicine and Surgery, won the first-place cup for low gross.

Mr. L. J. Reber, NNMC and F. D. Gray, of the U.S. Public Health Service, tied for second in low net honors. Capt. Thomas M. Floyd, NNMC, who made the pairings, and Herbert L. Forest, of the Department of Agriculture, tied for second in low gross honors.

The tournament was sponsored by the President's Committee in coopera-

tion with the Medical Center and a group of Washington area sportsmen interested in the handicapped.

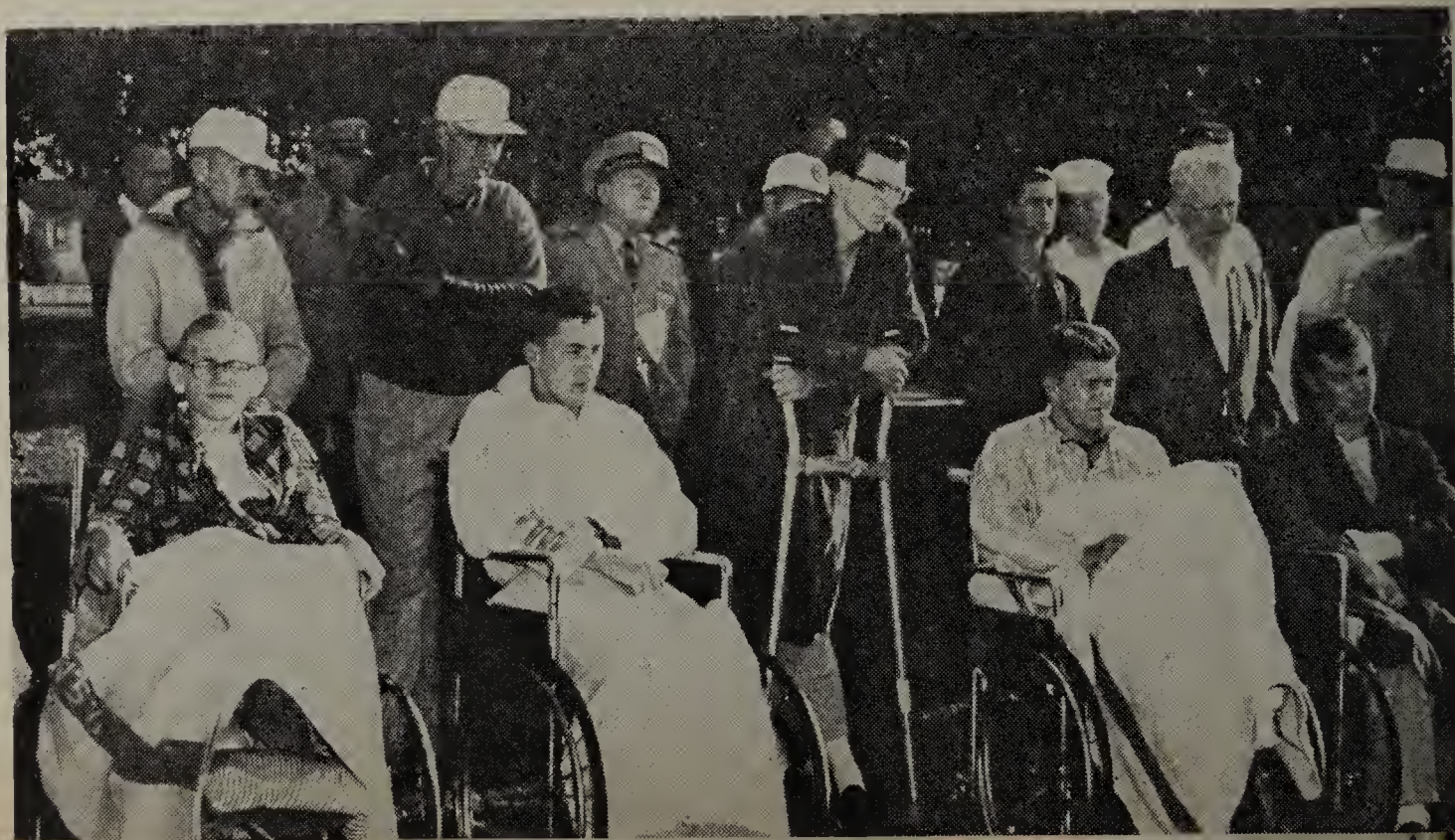
Maj. Gen. Melvin J. Maas, USMCR Ret., Chairman of the President's Committee, and Rear Admiral Frank P. Kreuz, Commanding Officer, NNMC, were honorary Co-Chairmen of the event. Judge John C. Fischer, former National Commander of the Disabled American Veterans, was Tournament Director.

The tournament began with a clinic by Jimmy Nichols, the famed one-armed golf pro of the Westover Air Force Base Golf Club, Chicopee, Mass.

Then, despite a sprained wrist, Nichols played an 18-hole round with Billy Golden, NNMC pro, and Henry Gerardi, Norbeck Country Club pro.

The clinic and part of the tournament was watched by Naval Hospital patients. In welcoming the group, Admiral Kreuz said that Nichols' clinic was a dramatic demonstration of what the handicapped can do.

Part of the gallery at the Golf Tournament held on the National Naval Medical Center links, Bethesda, Md. Admiral Kreuz is in center of picture behind patients.



Full Life For Severely Handicapped Adults Is Aim of New Horizons

IN New Britain, Conn., there is an organization known as "New Horizons" which is broadening the entire outlook for many persons who otherwise might have to be resigned to a very limited prospective.

It is an organization made up primarily of severely handicapped adults who, though not permitted by their impairments to hold jobs in competitive employment, are anxious for a more normal, creative life instead of sitting or lying aimlessly in a hospital bed.

Six years ago, a few of the severely handicapped patients at New Britain's Memorial Hospital organized New Horizons. Today the organization has a roster of more than 600 members from 36 States and 9 foreign countries. This includes many nonhandicapped persons who are interested in the welfare of the impaired.

The main purpose of the organization is to establish a community-home for handicapped persons, suitable to their needs, while at the same time providing opportunities for independent, creative living. The plan is to have the home accessible to public transportation and close to some urban center in Connecticut which offers adequate medical facilities, cultural opportunities, social opportunities, and industrial opportunities.

Joan Herman, one of the founders of the organization, had this to say:

"Those who in many respects en-

joy only partial freedom are the severely handicapped. We too, . . . seek opportunity. But some of us live in general hospitals, though we are not sick; some of us live in rehabilitation centers, though these centers can no longer aid our progress; still others of us live in convalescent homes with the passive and elderly, though we aspire to be active and young.

"We are those handicapped people," she added, "who are not able to be rehabilitated to home or competitive jobs, because of the severity of our physical disabilities; so we must remain in hospitals and rehabilitation centers."

Noting that most of the members are those needing only a minimum amount of nursing care, Miss Herman said "a new environment must be found to suit our needs—the need of being useful, creative and happy within a community."

What did the hospital staff think of the new organization? They were all for it. Miss Ruth M. Olson, superintendent, and Elmer G. E. Johnson, comptroller, have been sympathetic and cooperative. First, the patients who were scattered throughout the hospital were assigned rooms in a section of their own. Then the management constructed new rooms and an office especially for New Horizons.

After the home is built, a productive workshop will be established with the aim of acquiring subcontracts from various manufacturers and firms.

J.O.B.'s JOB—JOB PLACEMENT

By Arthur B. Danger
Director of Public Education and Information
Just One Break, Inc.

DURING the past 12 years Just One Break, Inc., a specialized employment agency for the physically handicapped, has helped find jobs for 4,000 men and women. It was established after World War II to help disabled veterans find their place in industry. Following these early years, J.O.B. broadened its service to include all persons with a permanent physical impairment able to work on a full-time basis.

Job placement is the sole function of the agency. Referring agencies provide medical and vocational rehabilitation, guidance, and counseling beforehand. Each person who applies to J.O.B. for assistance in securing employment must be ready, willing, and able to work in competitive industry. In short, the agency's job is to fit the right person to the right job, a task requiring patience, understanding, and the accuracy of judgment which comes from experience.

The J.O.B. placement specialist obtains a medical and a sociological report which he uses in conjunction with a thorough interview to determine the work the applicant is equipped to do. He assembles the information supplied him and the data collected during the interview into an orderly detailed profile. The interviewer calls into play his experience, familiarity with the physical requirements of multitudes of jobs and his first-hand knowledge of the limiting factors of the applicant's disability. The end product is a complete

picture of the job candidate, his work history, personal background, likes, dislikes, and vocational aspirations.

The J.O.B. staff worker proceeds to canvass commercial and industrial concerns. The extensive information at his disposal will help him answer the questions of prospective employers. Imparting this information to the employer is one of the interviewer's chief responsibilities, for it comprises in large part the basis for judging the applicant's suitability for the position.

This, in capsule form, is the way J.O.B. helps find jobs for men and women who prove daily that their disabilities need not be a handicap.

Placement of the Ex-Mental Patient

In January 1961, J.O.B. expanded its service to include ex-mental patients, with the inception of a demonstration job-placement project sponsored by the Office of Vocational Rehabilitation. In this comparatively short time it has become evident that selective placement techniques developed for use with the physically handicapped are successful with the ex-mental patient.

Two basic considerations, however, must be kept in mind.

First, the applicant's limitations are emotional rather than physical. He must be carefully evaluated so that there is a clear understanding of the situations which cause him tension or anxiety. Such job factors as the

amount of supervision, closeness of personal relations, size of office or plant, amount of work required, if carefully weighed prior to placement, put him in a favorable competitive position with his non-disabled counterpart.

Second, an extensive employer education program is needed to acquaint businessmen with the facts surrounding mental illness and to convince them of the feasibility of employing ex-mental patients. A climate of understanding must be fostered so that, through selective placement, the ex-mental patient can work and function adequately in the day-to-day operation of industry.

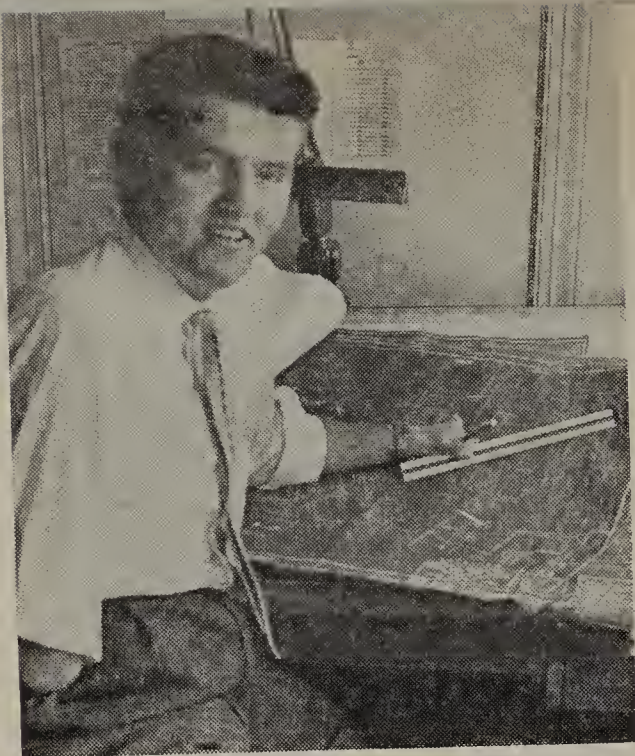
In Conclusion

At J.O.B. we are made acutely aware each day that much remains to be done

before the disabled can enjoy the level of vocational opportunity afforded those who are "physically and emotionally fit." Tremendous need exists for public education as well as for skilled and enlightened placement officers. Companies hire workers whether disabled or not, to fill specific needs and to perform definite duties. The placement worker must learn everything he can about the applicant as well as about particular jobs in industry . . . decide how each complements the other . . . and then present this picture simply and straightforwardly to the employer. Given all the facts, the person who does the hiring can make an enlightened decision; one which is fair to his company and to the person applying for the job.



Frequent consultation helps to refine methods of securing jobs for the handicapped. Arthur B. Danger (standing), Director of Public Education and Information, outlines format to be used in article scheduled for publication in a local trade magazine. Executive Director Fred C. Board and Myrtle L. Vogelsohn, Mental Health Director, offer suggestions.



Ad-Lib Performance

EDITOR'S NOTE: *The following anecdote was recalled by "Barry" Morris, of Arlington, Va. He told his story in accepting a Citation for Meritorious Service from the Arlington NEPH Committee. Do any of our readers have an anecdote to match Barry's?*

I ONCE met a man who gave me some advice that I have kept by me all my life. "Barry," he said, "there are only two things you should most want out of life. First, there's independence, and you'll want to conquer this independence, both financially and physically. Secondly, there's social acceptance. You'll want to join the group with the others, but, most of all, you'll want to feel normal."

"Being accepted socially won't be a problem," he said, "if you have the right mental outlook. Take your handicap lightly; try not to get embarrassed. After all, with those artificial legs of yours, there's going to be many times in your life when they will cause you very humorous moments."

And, believe me, this has been the case. I recall the time I was coming

"Have you talked to Barry about this? He doesn't make much of his condition." Thus the photographer was greeted by the employer of 20-year-old Albert "Barry" Morris when permission was sought to photograph him at his drafting board. Barry is a congenital quadruputtee, but that hasn't prevented him from leading a well-rounded normal life. In high school he was manager of the varsity football, basketball, and baseball teams. Following graduation, the Virginia Division of Rehabilitation sponsored a training program at Columbia Technical Institute, Washington, D.C., where Barry finished an 8-month architectural drafting course in only 6 months with a straight "A" average.

He obtained a job as draftsman with Kendrick and Redinger, Arlington, Va., a consulting engineering firm specializing in mechanical and electrical work design for buildings. Among the buildings Barry has worked on are the new Coca Cola Bottling plant and The Hermitage, a Methodist home, both in Alexandria, Va. Barry's employer stresses that no special considerations were asked or given—that Barry was hired on the basis of his ability and has "fitted into the group very well."

down the school stairs in a hurry to get to class. There were six or seven young ladies in front of me, and I was skipping steps as usual, and the odd thing was that most of the kids at school didn't realize that I had two artificial legs. Well, I missed a step and came down kind of hard. Just then I heard people scream like I'd never heard before. I sat up and noticed that my foot had broken off and rolled down the steps. So I got up, stepped over a few young ladies, got to the bottom of the stairs, picked up my foot, stuck it under my arm and kept on walking.



Rhode Island Honors Poster Contest Winners

WINNERS of the Rhode Island 1961 Poster Contest sponsored by the Governor's Committee received their awards from Gov. John A. Notte, Jr., in his Providence office. The certificates were supplied by the President's Committee.

Pictured with their winning posters are left to right: Carol Gorman, 3d prize, Junior Division; Alex DeMartin, 1st prize, Senior Division; Marsha Elss, 2d prize, Junior Division; William Tacelli, 2d prize, Senior Division; Sandra Saurino, 1st prize, Junior Division; and Sal Stanzione, 3d prize, Senior Division.

Seated, signing the certificates, are Governor Notte (left) and Harold Stanzler, chairman of the Governor's Committee.

Hearing Aids, Wheelchairs, Braces, and Artificial Limbs

Some Census Shorts*

Hearing Aids.—About one-fifth of persons having hearing impairments used hearing aids—an estimated 1,161,000 persons. More females than males had hearing aids and the rate of hearing aids was consistently higher in urban than in rural areas.

Wheelchairs.—About 253,000 people had wheelchairs. More than half of these were persons so disabled as to be confined to their homes.

Braces.—695,000 persons wore braces, with 201,000 of this total wearing leg or foot braces. About 2 of every 5 persons having leg or foot braces were children under 15 years of age; three-fourths of these children had conditions due to poliomyelitis or congenital defects.

Artificial Limbs.—Of the estimated 139,000 people with artificial limbs, 132,000, or 94 percent were males. About 106,000, or 76 percent of the total number, were persons with an artificial leg or foot. Based on the 274,000 people who reported absence of either arms or legs, it is estimated that about one-half had an artificial limb.

*Data from National Health Survey conducted by Bureau of Census for year ending June 30, 1959.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED



Happy New Year

DURING this season of transition from the old year to the new, it is fitting to inventory our accomplishments and our failings of the past 12 months, to absorb renewed faith from the record of our achievements and to make a fresh start in overcoming the disappointing setbacks which slowed our progress.

If the past year is the prologue which patterns the future, the program for employment of the handicapped should continue to be a vibrant and viable force stretching into every nook and cranny of each community throughout the land. To the magnanimous and dedicated spirit of all our associates in this movement is due deserved commendation for the great strides it has taken toward its ultimate goal—jobs for all the handicapped.

My wish to you is that the new year will bring an overflow of life's choicest blessings, and that in 1962 the same spirit which permeates your interest in the handicapped will spread to epidemic proportions across our country. In extending this hope, I am joined by all the members and staff of the President's Committee.

Melvin J. Maas



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Performance

THE STORY OF THE HANDICAPPED



*Former Vice Chairman Given
Committee's Highest Award*

The President's Committee on Employment
of the Physically Handicapped

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Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment
of the Physically Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.

Chairman

Gordon M. Freeman, Victor Riesel

Vice Chairmen

William P. McCahill

Executive Secretary

Vol. XII, No. 8

February 1962

Lawrence T. Burdick, *Editor*

Edmond J. Leonard, *Managing Editor*

Leah Smuckler, *Associate Editor*

Contents

Cover Photo: Melvin J. Maas and Earl Bunting (right). See story on page 6.

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Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Emergency Planning, and the Administrator of the General Services Administration.

Use of funds for printing this publication has been approved
by the Director of the Bureau of the Budget, June 11, 1959

Baltimore Industrialist Named "Employer of the Year"

EDWARD K. FOSTER, Vice President and Group Executive of the Bendix Corporation of Baltimore, Md., has been chosen "Employer of the Year" by the President's Committee.

This is a new award, sponsored by the National Association of Manufacturers and the President's Committee, to give recognition to one employer in business and industry each year for outstanding service in facilitating the useful and suitable employment of handicapped persons.

Mr. Foster, whose offices are at the Bendix Radio Division in Baltimore, was nominated by the Maryland Governor's Committee to Promote Employment of the Physically Handicapped. He will receive the award at the Annual National Meeting of the Employer Committee of the President's Committee.

The award is a mahogany plaque on which is mounted the President's Committee seal, a plate bearing the recipient's name and the facsimile signature of the President of the United States, and a plate carrying the words "Employer of the Year Award."

In addition to executive responsibility for the Bendix Radio Division and the Friez Instrument Division, also in Baltimore, Mr. Foster holds executive responsibility for Bendix divisions in York, Pa., and Cincinnati, Ohio.

Mr. Foster's interest in the handicapped can be traced directly to his home. His father lost a leg in a railroad accident and, as a result of courage and determination, conquered the handicap.



Edward K. Foster

Mr. Foster summed up his views on employment of the handicapped this way: "... I say that all of us are handicapped. To be human is to be handicapped. If you're 20 pounds overweight ... you're handicapped. ... But as long as a person retains the capacity to be rational, there is a job he can do, a contribution he can make ... and he deserves the chance to find out how big a job and how important a contribution that is."

He pointed out that his firm's policy is to match a job applicant's abilities and potentials with the requirements of the job. If the two match, the applicant is given a chance "and we do not allow his handicaps—no matter how obvious—to prejudice us against him."

The executive also explained that once hired, a handicapped employee is treated the same as any other employee of the company. He is paid the same as others doing the same work,

company rules apply to him, and he has the same advancement opportunities.

Of the 7,738 people employed in these four divisions, 681 are handicapped. Among the types of disabled persons employed are amputees, partially and totally blind persons, cardiacs, persons suffering hypertension, persons with hearing defects, persons who suffered polio and other paralytic diseases, arthritics, diabetics, epileptics, persons with multiple sclerosis, persons who had tuberculosis, and persons who had suffered mental illness but who have been restored.

Born in Tampa, Fla., September 4,

1907, Mr. Foster attended the University of Florida from 1925 to 1928. He went to work for the De Forest Radio Co. in New Jersey and rose to Production Manager by 1932. He held executive positions with several other firms before joining Bendix.

Mr. Foster is a member of the President's Committee and a member of the Employer Committee of the President's Committee. Despite a heavy work load, Mr. Foster has made speeches urging employment of the handicapped and has appeared on many panels on employment of the handicapped all over the country.

Counseling the Counselors for the Deaf

FOR 3 days last fall the campus of Gallaudet College in Washington was dotted with clerical grays and blacks as 60 priests, nuns, and lay people from all parts of the country assembled for a Workshop for Episcopal Workers for the Deaf.

In the muted atmosphere surrounding the beautiful bronze statue of Thomas Hopkins Gallaudet, "Friend, Teacher and Benefactor" of the deaf in America, which shows him poignantly forming the letter "A" of the manual alphabet for a little girl pupil, these religious and lay workers for the deaf came to bolster their skills in teaching, counseling, and rehabilitating, so that the horizon of opportunities can be expanded for those who are cut off from the hearing world.

Encouraged by the success of a workshop held the previous year for

Catholic workers for the deaf, the Office of Vocational Rehabilitation made possible the 1961 conference through a grant to Gallaudet College. It is hoped that a later workshop will be conducted also for Lutheran groups.

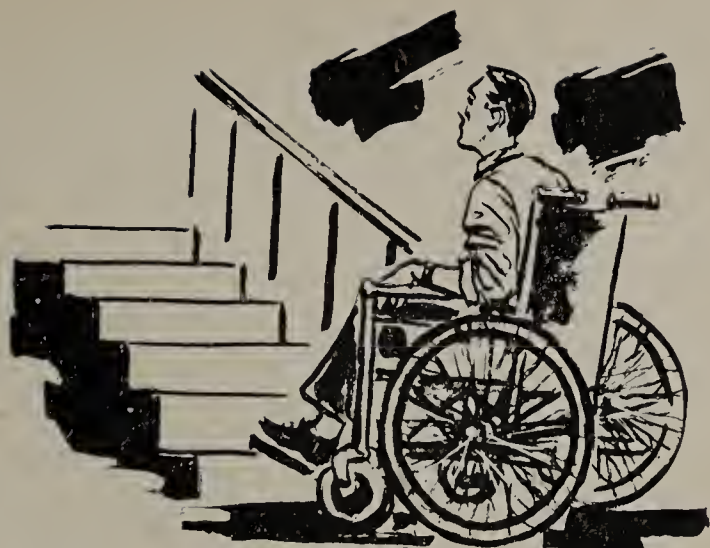
The tie-in between religion and the welfare of the deaf finds an appropriate precedent on this campus, since Gallaudet himself studied methods of teaching the deaf under Abbé Sicard in Paris at the first free school for the deaf in the world.

The purpose of the workshop was to acquaint Episcopal religious and lay workers with the technical aspects of vocational rehabilitation; to create greater awareness of the vocational rehabilitation needs of deaf people; and to develop and improve cooperative relationships between Episcopal

(Continued on page 12)

Project A-117: Design for Living a WHOLE Life

By Edmond J. Leonard



IT WAS one of those embarrassing accidents which ruffles one's dignity rather than rumples one's person. Yet the timing and place were ironic. The young lady shifted her parcels and took a sweeping glance of the hotel lobby as she neared the bottom of the stairs. Convention delegates identified by yellow badges were scurrying in all directions toward their various meeting rooms. Then—a missed step, a quick gasp, and the lady was sprawled on the lobby floor. Just a short distance from her scattered bundles stood the President's Committee exhibit which boldly asserted: "What Benefits the Handicapped Benefits the Able-Bodied."

The scene was the Annual Convention of the National Society for Crippled Children and Adults in Denver, November 17-21, 1961. This was the occasion for launching a national attack on architectural barriers which impede still further the limited mobility of handicapped persons—impediments such as flights of stairs that a man or woman in a wheelchair, or wearing a brace, or with a severe heart condition, finds a real obstacle.

"I shudder to think what our fate will be," joked a nearby paraplegic

to ease the lady's injured pride, "if there actually are steps leading up to the Pearly Gates. Why, with my wheelchair and your high heels"

Outside the hotel, a huge banner stretched across the street proclaiming the Convention's theme: "Breaking DOWN Barriers." As the early Christmas shoppers trudged through the snow, they probably wondered at the determined tone of these words, wondered at the seemingly incongruity of the National Society's symbolic seal, a lily, coupled with such a theme of destruction.

The more discerning might even wonder at the significance of the present tense, for inside convention headquarters a D-Day excitement pitched the delegates to the importance of the moment. "This is a day to be remembered," General Maas told them. "This is a day many people in many places have been dreaming about, striving for. In my hands I hold the standards . . . the Declaration of Independence for the Handicapped."

Adm. George F. Hussey, Jr., Director of the American Standards Association, had just presented to the Chairman of the President's Committee a first run copy of "American Standard

Specifications for Making Buildings and Facilities Accessible to, and Usable by, the Physically Handicapped," known officially as Project A-117.

These standards represent the culmination of many years of work by many individuals to stir up a concerted drive to remove obstacles which block the path of handicapped persons who want to enter and use all buildings to work, to do business, to play or to pray. One of the most frustrating problems confronting disabled persons is to be denied access to public buildings and facilities whose design prohibits full participation by the physically handicapped. This problem is equally frustrating to rehabilitation personnel. The finest programs of rehabilitation, education or recreation are unavailable to the disabled if they cannot have access to the very buildings they need to enter to use these services.

General Maas recalled that the President's Committee's interest in this problem and concern for its solution really started when the late Hugo Deffner of Oklahoma City was brought to Washington in 1957 to be honored as "Handicapped American of the Year." The monumental architecture of the auditorium where he was to meet the President, however imposing, created an unmanageable encumbrance for Deffner's wheelchair until some husky Marines carried him up the steps.

Deffner's plight led to the subject of architectural barriers being put on the agenda of the White House Advisory Committee, at which time an ad hoc committee was named by the President to study the problem. Further steps led to the publication by the Veterans Administration of a tentative guide re-

lating to facilities in public buildings for persons with ambulatory impairments. The President's Committee decided to take the problem directly to the architects across the country, and in this task was joined by the support of Dr. Dean Roberts, Executive Director of the National Society.

"You may well wonder," said Admiral Hussey to the delegates, "where the American Standards Association fits into the picture."

In May 1959, he explained, the ASA, acting on the request of the President's Committee, which spearheaded the attack under the direction of Deputy Executive Secretary K. Vernon Banta, had called a general conference of 30 organizations vitally interested in alleviating the situation presented by architectural barriers to the physically handicapped. From this conference a Sectional Committee, national in scope, was formed and charged with making recommendations on "architectural and design features and facilities affecting the use of buildings by persons with physical handicaps."

The Committee included representatives of architects, builders, building contractors, safety engineers, and the like. Leon Chatelain, Jr., former President of the American Institute of Architects, was appointed Chairman, and Professor Timothy J. Nugent of the University of Illinois, one of the early pioneers in promoting efforts to open up public buildings to the physically disabled, was employed as Secretary. The President's Committee and the National Society accepted responsibility as cosponsors of the project,

(Continued on page 10)

Foreign Visitors Confer With Committee Officials

EMPLOYMENT of the handicapped is a problem common to all nations. Each year an increasing number of visitors from other lands visit the President's Committee. At the 1961 Annual Meeting of the Committee, a sizeable group representing many countries throughout the world was introduced to the audience at the opening ceremonies.

During the meeting, Executive Secretary William P. McCahill met in special session with these foreign manpower specialists. One of the visitors, Dr. Marc Ziegler, Director of the Center of Manpower Studies at the University of Chile, subsequently wrote to the Committee giving his reactions. Six months later Dr. Ziegler was back in the



United States for meetings with the staff on matters pertaining to the Committee's program for employment of the handicapped and the People-to-People program.

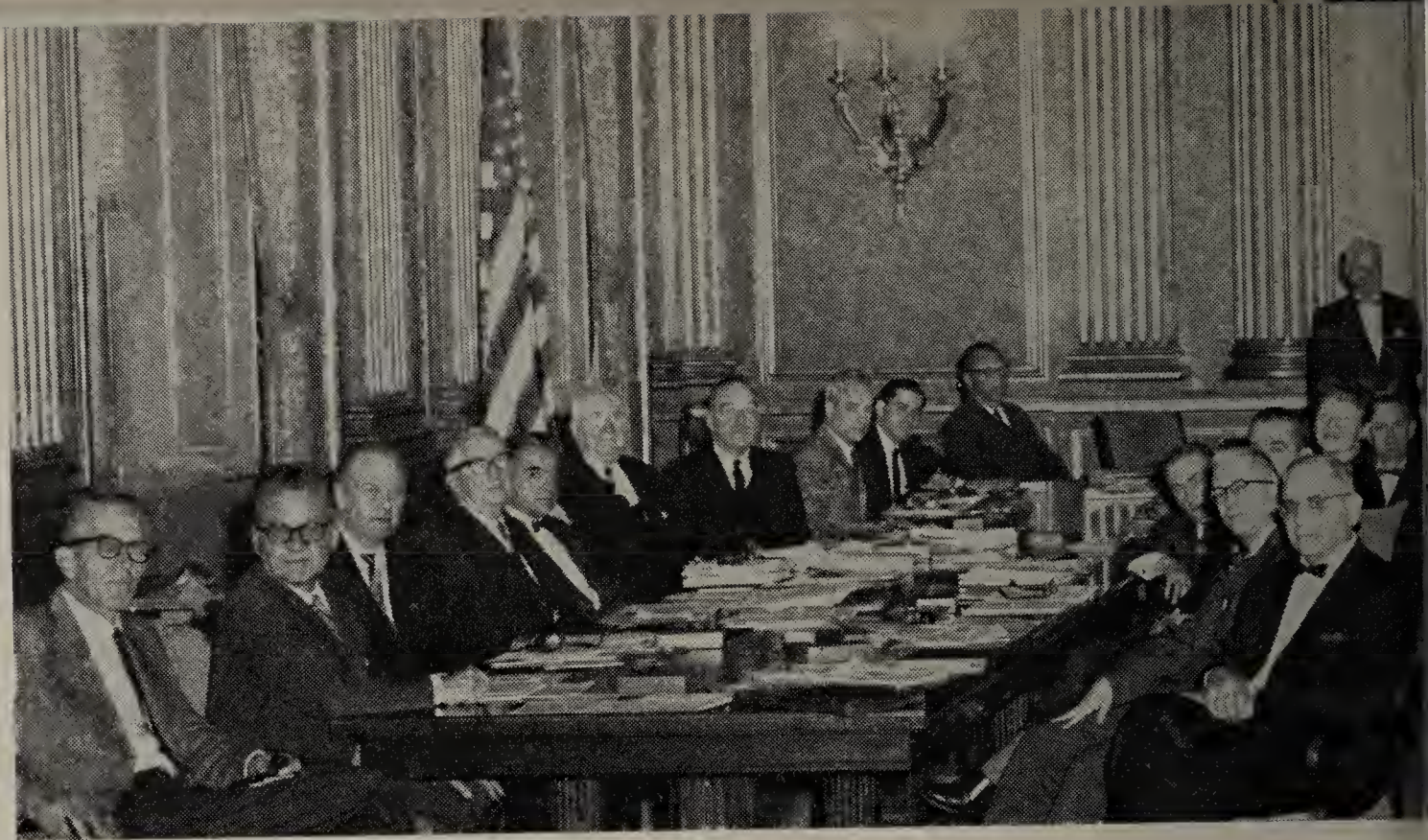
Dr. Ziegler supervises studies in human resources at the University. He is shown above with Larry Burdick (right), the Committee's Director of Information.



Another visitor during October was David Amir, Head of Textile Section, Israeli Institute of Productivity, Citrus House, Tel Aviv, Israel. Mr. Amir is shown here (right) as he and Committee Chairman Melvin J. Maas discussed plans of Citrus House to hire 400 blind persons.

REMINDER !!!

The deadline for receiving nominations for the Handicapped American of the Year for 1961 is February 1.



In an eventful meeting of the Executive Committee in Washington on November 20, a Distinguished Service Plaque was presented to Earl Bunting, former Vice Chairman of the President's Committee. Other significant actions undertaken by the Executive Committee included: voting to drop the word "Physically" from the name of the Committee; honoring

Committee Presents Former Vice Chairman

WHEN HE WAS appointed Vice Chairman of the President's Committee in 1954, Earl Bunting, now Chairman of the People-to-People Committee for the Handicapped, said: "This is one job that can satisfy the needs of both my heart and my head."

In recognition of his work on behalf of the handicapped while serving as a Vice Chairman, Mr. Bunting was given the Committee's Distinguished Service Award. The presentation was made by General Maas at the recent Executive Committee Meeting. (See cover photo.)

Mr. Bunting is a past President, former Board Chairman, and former Managing Director of the National Association of Manufacturers. Any num-

ber of times he has met with groups of leaders in industry and business to discuss employment of the handicapped. He has spoken before many Governors' Committees, at Regional Meetings, and meetings of other organizations.

His philosophy can be best expressed by this statement: "Truly there is no job handicap when the handicapped are fitted to the job they can do. Employers by the tens of thousands, skeptical at first, have found that it pays to select and train these ambitious, dependable people for jobs they can do.

"They don't want public assistance," he says. "They are ambitious; they are conscientious; their attendance records are uniformly excellent. They



Edward K. Foster, Vice President of Bendix Corp. as "Employer of the Year" for 1961; selecting Employers Mutuals of Wausau, Wis., and the H. H. Scott Co., of Maynard, Mass., for Distinguished Service Awards; and recommending to the President certain changes in the charter, including the name change.

Highest Honor to man Earl Bunting

want to be tax-payers instead of tax-consumers."

In presenting the award, General Maas said: "This is a most pleasant task because nobody is more deserving than Earl Bunting. In his contacts, in his speeches, both in this country and in other parts of the world, he has done much to help develop a favorable climate for employment of the handicapped. Furthermore, in undertaking many other assignments he has helped provide effective and outstanding leadership.

"I am certain he will continue to provide leadership in this program in his capacity as Cochairman of the People-to-People Committee for the Handicapped."

Mr. Bunting replied: "It is a privilege to know all of you, and I have enjoyed working with you. But, nobody is out anything who has been privileged to do what Mel Maas, Gordon Freeman, and I have had the opportunity to do for several years.

"The real tribute I received, if I am deserving any at all," he added, "is the tribute of friendship of all of you, because that is the thing that means more to me than this plaque."

Vice Chairman Freeman added his congratulations and said: "I have certainly enjoyed working with General Maas and with Mr. Bunting. If there is a cause where representatives of management and labor can work together, this is the cause."

COMMITTEE IN ACTION

NINETEEN men were seated around the oval table in a conference room in Washington's Willard Hotel. "Gentlemen," the speaker was Dr. Ralph T. Collins, consultant in psychiatry and neurology for Eastman Kodak Co., "the question before us is this. Governor's Committees have been writing in, asking for guidelines in promoting jobs for the mentally handicapped. What can we tell them?"

At least a dozen hands shot up. Discussion became animated. The air crackled with ideas. The recorder present was hard pressed to take it all down.

This was a meeting—a typical one—of the Committee on the Mentally Handicapped, one of the newest standing committees of the President's Committee. Dr. Collins is Chairman; Vice Chairman is Dr. Gunnar Dybwad, Executive Director of the National Association for Retarded Children.

"Committee meetings are a real experience," Dr. Collins said. "Perhaps it's because there's so much enthusiasm and dedication. The meetings stimulate."

They do more than that. They produce results. Here are some of the Committee's achievements in its first short year of existence:

- Arranged a panel on the mentally handicapped at the President's Committee's 1961 Annual Meeting, featuring such outstanding personages as the late Albert Deutsch, author and

journalist, and Dr. Jack Ewalt, Director of the Joint Commission on Mental Illness and Health. The panel was acclaimed one of the highlights of the meeting.

- Approved publication of a President's Committee Newsletter on Tips and Trends in Jobs for the Mentally Handicapped, and furnished guidance in the selection of appropriate Newsletter items.

- Distributed guidelines to Governor's Committees, suggesting directions that promotional efforts in behalf of the mentally handicapped might take. The guidelines followed a sound "walk-before-you-run" approach.

- Members of the Committee have volunteered their services to speak on jobs for the mentally handicapped at meetings and conferences of all kinds.

Dr. Collins, Committee chairman, formerly was senior psychiatrist for the Institute of Living in Hartford, Conn., and instructor in psychiatry at Albany Medical College. In addition to his President's Committee activities, he is Chairman of the Committee on Occupational Psychiatry for the American Psychiatric Association; Chairman, Joint Committee on Mental Health in Industry of the American Medical Association; a member of Governor Rockefeller's New York Council on Rehabilitation; and is presently clinical instructor in medicine (neurology) and psychiatry at the University of Rochester School of Medicine and Dentistry.

Dr. Dybwad, Vice Chairman, has had wide experience in the fields of mental retardation, child welfare and child development. Formerly he was Director of Child Welfare for the State of Michigan; he served in Germany as consultant on child welfare problems in the U.S. Occupied Zone; and he was Executive Director of the Child Study Association in America.

Other Committee members include Clinton Fair, Assistant Director of the Social Security Department, AFL-CIO; Dr. Jean S. Felton, University of California School of Medicine; Dr. Hamilton F. Ford of the Titus Harris Clinic, Galveston, Tex.; Dr. Bart W. Hogan, formerly Surgeon General of the Navy and now Assistant Medical Director of the American Psychiatric Association; Dr. Edward C. Holmblad, Medical Director of the Illinois Public Aid Commission.

Also: A. L. Kirkpatrick, Manager of the Insurance Department of the Chamber of Commerce of the United States;

Edward Linzer, Director of Educational Services of the National Association of Mental Health; Dr. John MacIver, Assistant Medical Director of the U.S. Steel Corporation; Alvin D. Puth, Assistant Director of the National Rehabilitation Association; and Dr. S. D. Steiner, Medical Director of the General Motors Corp.

Committee consultants include Dr. Rives Chalmers, Medical Consultant of the Atlanta Division of Vocational Rehabilitation; Dr. Eugene R. Chapin, Medical Director of the U.S. Civil Service Commission; Dr. Leonard J. Duhl, psychiatrist at the National Institute of Mental Health; Lt. Col. Paul F. Eggertson of the Office of the Surgeon General of the Air Force; Col. Oswald M. Weaver, (MC) USA, of the Office of the Surgeon General of the Army; Capt. Ralph L. Christy of the Navy's Bureau of Medicine and Surgery; and Dr. Robert D. Wright, Assistant Director of Health and Medical Activities of the Office of Vocational Rehabilitation.

New Setup for Civil Service Handicapped Placement Program

THE Veterans Federal Employment Representatives in the regional offices of the Civil Service Commission have recently been given the responsibility for the promotional aspects of the Commission's program for the placement of physically handicapped.

Under this setup the Veterans Federal Employment Representatives act as the Commission's representatives to State and local committees, the Com-

mission's representatives to Federal committees, as a contact in placing individuals in the Federal service in their respective regions, and in a training, coordinating, organizing, and promotional capacity.

As in the past, they will continue to cooperate in the regional offices' participation in the annual observance of National Employ the Physically Handicapped Week.

Project A-117

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with the latter assuming the principal financial support.

All members of the Sectional Committee contributed ideas and independently investigated specific areas of the project which related to their basic interest and knowledge. Through the testing facilities of the University of Illinois, a major portion of the research and development for the project was carried out.

"When the Committee completed its work," continued Admiral Hussey, "the two sponsoring organizations sent the proposed standards to the ASA with their own recommendation that they be approved. In what was practically record time under ASA procedure, the standards went through every committee and board concerned with building, safety, fire egress and protection within our Association, and on October 31, 1961, the standards were approved." Admiral Hussey attributed the approval of the project to the competence of the individuals who made up the committee: "No municipality, no State, and certainly no company could command the services of the various talents that sat around that committee table to make these standards available."

These standards or specifications cover the essential elements concerned with the use of buildings by the handicapped. They include:

Grading.—Ground should be graded, "even contrary to existing topography," so that at least one entrance to a new building is at ground level.

Parking.—Space should be set aside and identified for use of those who

need wheelchairs, braces, or crutches, so they need not wheel or walk behind parked cars.

Entrances.—At least one entrance should be usable by those in wheelchairs, an entrance on a level giving access to elevators.

Ramps.—If ramps are needed, the slope should be no greater than 1 foot rise in 12 feet. A nonslip surface, at least one handrail, a level platform at the top, and at least 6 feet of straight clearance at the bottom are chief requirements for ramps.

Stairs.—Risers of no more than 7 inches and round "nosings," rather than square ones which can trip the unwary climber, are imperative.

Doors.—Needed are doors at least 32 inches wide, with thresholds flush with the floor. Double doors are generally too difficult to open from wheelchairs. Automatic doors are excellent.

Rest rooms.—At least one stall in each rest room should be wide enough to accommodate a wheelchair; mirrors and shelves should be low enough to be used by those in wheelchairs.

Water fountains.—Spouts and controls should be in front. Conventional coolers are satisfactory if a small fountain is mounted on the side 30 inches above the floor.

Telephones.—Telephones should be installed within reach of those in wheelchairs. Also, an appropriate number should be equipped for the hard-of-hearing.

These sketchy highlights of the approved standards are not all-inclusive or specific with respect to dimensions and methods of construction and design. Published copies of the standards, however, will give the designer

or builder all the facts he needs to make buildings and facilities accessible to the physically handicapped.

Thus a blueprint has replaced an abstract idea, but there remains the conversion of this blueprint into action, of these words into deeds. Speakers at the convention urged parent groups, volunteers and friends to initiate action in their communities to modify existing public buildings and influence the construction of new ones so they will be accessible to the wheelchair and crutch user. "Remember," Dr. Leroy T. Laase, an official of the National Society, reminded his listeners, "it is much easier to construct buildings without architectural barriers than it is to eliminate them afterwards."

Speaking from a wheelchair, Charles E. Caniff, Executive Director of the Conference on Rehabilitation Centers and Facilities, gave a moving personal recital of his inability to enter his local post office to buy a stamp, to push his chair up the steps of a public school to register to vote, to climb the impressive flight of steps of the court house to take care of his income tax return.

Caniff, who was named "Handicapped American of the Year for 1960," said that according to the National Health Survey, there are approximately 5 million persons in the

United States who have "limited ability." Yet, in every community there are buildings which have physical barriers preventing free access for these millions of citizens and taxpayers. "Is it not time," asked Caniff, "for action on this universal problem and the elimination of these barriers?"

President Kennedy thinks so. In a letter to National Society President Joseph J. Foss, he stated, "... we must remember that standards remain nothing more than words and phrases, unless they are translated into action. To serve the purpose for which they were created, they must be adopted. They must be put into use in designing new public buildings and remodeling old. The acceptance and adoption of these standards now become the business of citizens and governmental authorities everywhere. I am sure they will rise to the challenge."

General Maas reiterated this thought in concluding his acceptance remarks. "The task," he said, "belongs to the voluntary groups over the country. If you folks will spread the word, watch the planning work, keep an eye on builders, alert the building committees and let the architects know why building entrances should be street level or ramped, your influence will be felt."

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

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Gallaudet

(Continued from page 2)

groups and State Vocational Rehabilitation Agencies.

Those attending the workshop heard (some through the medium of interpreters who signed for the deaf participants) about 25 speakers from the Gallaudet faculty, the U.S. Office of Education, the U.S. Office of Vocational Rehabilitation, and from State Rehabilitation Agencies.

The workshop, sponsored by Dr. Leonard M. Elstad, President of the College, with Dr. Powrie V. Doctor, Editor of *American Annals of the Deaf*, as coordinator, provided a balanced program for the specialized interests of the participants.

Of particular interest to those concerned with the problem of successfully placing handicapped persons in suitable employment was a talk on vocational counseling and placement by Mrs. Mildred Laubert, research psychologist on the staff of the recently instituted Counseling Center for the Deaf, made possible by a grant from OVR, with Dr. Howard L. Roy of Gallaudet as Director. The Counseling Center's services are available to the estimated 2,500 deaf persons in and around Washington, including the students at Gallaudet.

Mrs. Laubert told of her experience in helping applicants find jobs where the conditions of adjustment make particular demands on a deaf person's ability to communicate fully with hearing people. "The most important function a placement worker can perform," she said, "is contact development in the community, even if imme-

diately job openings are not apparent. This means not only the casual telephone call in response to leads, ads, or at the request of the client, but a concerted effort to meet with personnel people, managers, officers and policymaking people in as many employment situations as possible. A visit beforehand to provide adequate information about the people who will be potentially placed explaining the nature of the applicant's condition has proven successful."

"For the most part," Mrs. Laubert told the participants, "the experience has been not to plan visits with the idea of a specific placement. Job orders are frequently picked up and placements do often follow, but the original purpose is merely to establish a contact—to have a working knowledge of the problems of the company, to understand what the positions are and to talk about the practicality of deaf applicants for these positions."

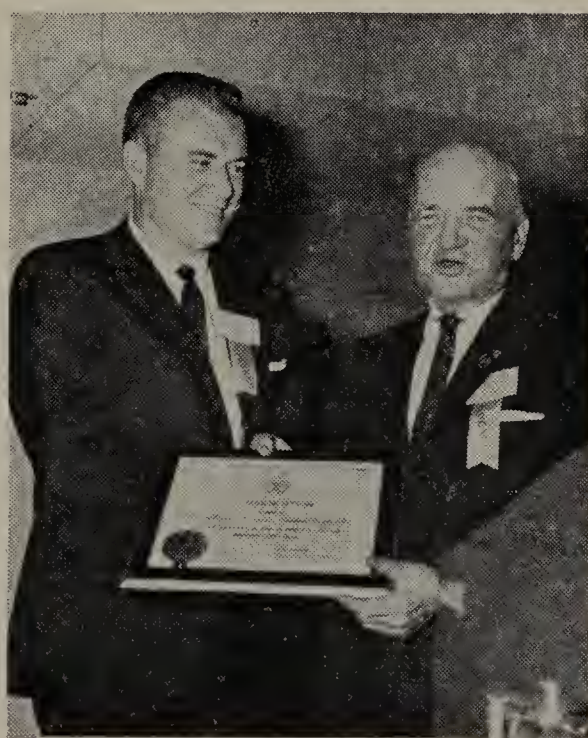
The Counseling Center has from time to time held workshops for employers where personnel people can mix in a low pressure atmosphere with deaf applicants. Placements were the immediate result. An important lesson which has been learned, however, is that all efforts to "crack the company" can fail if the immediate job supervisor is not receptive to working with a deaf employee. For this reason, the Center follows up initial contacts with employment policy people—the personnel departments, general managers and owners—to return to talk to those middle management persons who are more directly concerned with the hiring and firing of employees under their immediate supervision.

OTHER CONVENTION HIGHLIGHTS AT DENVER



(Above) The Honorable Wallace F. Bennett, U.S. Senator of Utah and Past President, National Association of Manufacturers, is shown in his role as featured speaker at the Luncheon For Employers, cosponsored by the President's Committee and the Colorado Governor's Committee on Employment of the Handicapped in conjunction with the Annual Convention of the National Society for Crippled Children and Adults, Denver, November 17-21. Following the Convention's theme, "Breaking DOWN Barriers," Senator Wallace spoke on "ACCESS—Breaking Barriers to Employment." Also shown at the luncheon meeting are (left to right) Brig. Gen. Joseph J. Foss, President of the National Society; Dean McKay, Vice President, International Business Machines Corp.; John S. Young, M.D., Chairman, Colorado Governor's Committee, who presided; and Maj. Gen. Melvin J. Maas, USMCR, Ret., Chairman of the President's Committee.

(Right) Dean McKay accepts the President's Committee Commendation Award from General Maas on behalf of International Business Machines Corp. General Maas said this award was being made "in appreciation of the service performed by IBM in demonstrating the practical business wisdom of giving full employment opportunities to the handicapped."



THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

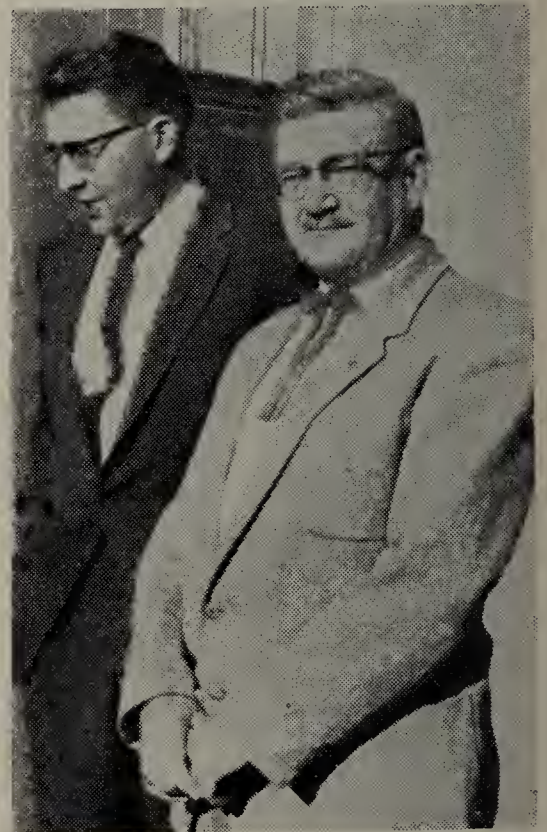
OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED

In Memoriam

PC Program Loses Colorful Worker

*George E. Puddington appears here
with Nevada's Gov. Grant Sawyer
(left) when they were making plans
for the Regional Meeting in Nevada.*



WHEN the Roll Call of the States is read at this year's Annual Meeting, one of the most colorful workers in the President's Committee's program will be deeply missed and affectionately remembered. Mr. George E. Puddington, former chairman of the Nevada Governor's Committee, died November 3, 1961, in Carson City.

Mr. Puddington usually wore a tooled leather belt with hammered silver buckle, a western string tie with turquoise clasp, and a diamond horse-shoe stick pin or other accouterments of a Native Son of the Great Silver State.

In 1960, he was host chairman to the eight-State Regional Meeting at the Stardust Hotel in Las Vegas. In that same year, Miss Gail Chadwell of Reno won first place in the National Essay Contest on the handicapped.

Operating in America's most sparsely populated State where it may be 500 miles between local offices, George Puddington continued to make handicapped placements, often in very unlikely places. Some of the disabled that he placed with the casino operators and elsewhere are, themselves, now owners, club managers, and supporters of the President's program.

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Performance

THE STORY OF THE HANDICAPPED



"Chuck Steele" . . . dexterous despite disability

The President's Committee on Employment
of the Physically Handicapped

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Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment
of the Physically Handicapped

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Chairman

Gordon M. Freeman, Victor Riesel
Vice Chairmen

William P. McCahill
Executive Secretary

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March 1962

Lawrence T. Burdick, *Editor*

Edmond J. Leonard, *Managing Editor*

Leah Smuckler, *Associate Editor*

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Syndicate, Chicago). See story on page 1.

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Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce,
Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster
General, the Administrator of Veterans Affairs, the Chairman of the Civil Service
Commission, the Director of the Office of Emergency Planning, and the Admin-
istrator of the General Services Administration.

Use of funds for printing this publication has been approved
by the Director of the Bureau of the Budget, June 11, 1959

Comic Strip Demonstrates Abilities of the Handicapped to Millions

LAST December a "two-fisted" ex-Marine news photographer, "Chuck Steele," who can handle a large Graflex with the dexterity of an octopus, was hired on the staff of "Proof" magazine. (See cover photo.) Chuck was a fighter pilot during the Korean War. When a shell exploded in the cockpit of his plane he lost his right arm.

Millions were present at the employment interview. They heard the publisher's initial reaction when Chuck was suggested as a qualified applicant:

"I'm not averse to helping a disabled veteran . . . but . . . hrrmph! . . . here at 'Proof' we work under terrific *pressure* . . . It's hard enough for a man with *two* hands to keep up in this rat race . . . Look! I know it's good business to hire the handicapped—but news photography is a rugged, high skilled profession!"

Within minutes the publisher's resistance crumbled as Chuck proved to him that his *ability* far outweighed his *disability*. "By George, I'm sending you out on the strangest assignment ever handed to a news photographer . . ."

The interview was part of a sequence written into the "Steve Roper" syndicated comic strip by Allen Saunders, Chairman of the Cartoonists' Committee of the President's Committee. William Overgard is the artist. *Editor & Publisher* calls this sequence "a dramatic demonstration of how a comic strip can work into its regular story line an exemplary civic campaign."

To make sure the story is entirely plausible and authentic, Saunders spent some time with Robert Brockley, of Adrian, Mich, who lost his right arm but who is a well known free lance photographer.

In a letter to the *Washington Post*, one of the many newspapers which carries the "Steve Roper" cartoon strip, General Maas wrote: "As Chairman of the President's Committee, I am very grateful to the public service contributions of the *Post*, to Saunders and Overgard, and to a host of other deserving persons.

"Last year," General Maas wrote, "the President's Committee called together some of the Nation's leading cartoonists and asked for their assistance in promoting employment of the handicapped through their special talents. The results have been beyond all expectations. Not only have the drawings of many cartoonists appeared in the newspapers, but they have formed the basis for bus and streetcar cards, post cards, exhibits, wallet size calendars, posters, billboards along the Nation's highways, television slides, full page cooperative newspaper ads, and many other ingenious adaptations which the Governors' and Mayors' Committees on Employment of the Handicapped have figured out."

General Maas told the *Post*: "I am sure that this strip gave many an employer a better insight into his own feelings about hiring the handicapped."

A New Yardstick for the Nation

WHAT this country needs is a new measuring stick for determining the usability of a man—not a list of high, rigid physical standards for respecting him.”

The time was May 1959; the place, Washington, D.C. The speaker was Lt. Gen. Lewis B. Hershey, Director of Selective Service, and the audience was made up of representatives of the hundreds of groups who have an interest in employment of the handicapped.

Since that time, the Selective Service System has translated General Hershey's words into action. Today a physically handicapped registrant who does not meet the present physical standards for military service, is marked “hold for future action.” Instead of being classified IV-F and tossed aside, his form is coded with a letter which tells the System about his future usability. Some will be needed if the cold war get hotter. In the event of war, more and more will be needed with the mounting losses of combat and with the growing needs for men for war production and for more food and fiber for the Nation.

Thus, General Hershey puts words into action. He knows much about the handicapped, having gone through life minus the sight of one eye; and in his family a son was seriously wounded in Korea.

His wholehearted support of the President's program for employment of the handicapped has rubbed off on all of the 4,000 local draft boards, the 56 State headquarters, and the 40,000

unpaid volunteers who comprise the local boards.

In 1961 the American Standards Association approved building standards to help guide the Nation's architects, and published specifications which will help insure free access and use of the buildings of the future by the physically handicapped.

On this occasion, General Hershey wrote to the Chairman of the President's Committee: “Our National Headquarters building here in Washington is among the oldest structures in the Nation's Capital. Many experts also consider it to be one of the most beautiful structures in Washington despite the fact that it was built in 1820. Over the years, it has been maintained and modernized to meet the requirements of the physically handicapped. They have been able to get in and out of the building for many decades despite the imposing sweep of marble stairs which lead into the front door. We have always employed, and have on the payroll today, physically handicapped persons, because we find them to be efficient employees,” General Hershey concluded.

What is true in the National Headquarters office also applies in the State Headquarters. The accompanying photograph shows Victor P. Reis, Deputy Director of Selective Service for Connecticut. This one-time Torrington High School football star has proved that amputation of both arms does not hinder a person from doing important work and living a useful way of life or from enjoying his favorite recreation.

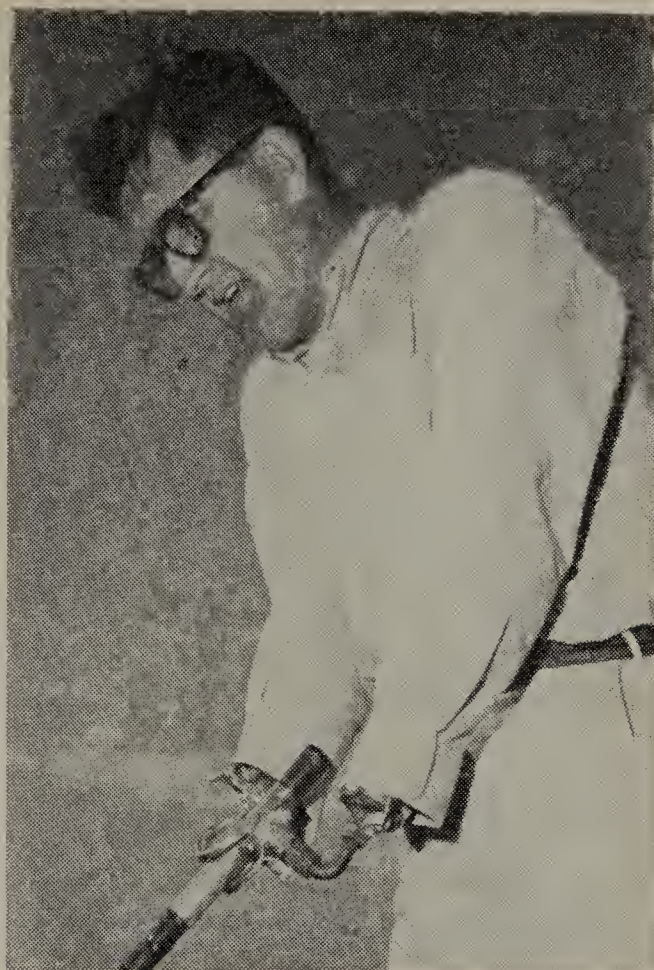
Victor P. Reis, Deputy Director of Selective Service for Connecticut, lives a useful life and enjoys his favorite recreation despite the loss of both arms in World War II:

After 11 years in the Office of the Mayor of Torrington, he was named Deputy Director of Selective Service for the State of Connecticut.

Reis lost both arms in World War II. "We were in France in November 1944. I was with the 100th Infantry Division and we were deactivating land mines. A Frenchman tried to help. He accidentally set off a mine. There was a chain reaction throughout the mine field, and one mine exploded near me. After that I spent a year in the hospital."

Incidentally, after having his picture taken, Reis showed the photographer that he has also mastered his golf game, by shooting the sixth hole 167 yards in 3 strokes; par for any man.

Like the President's Committee, Selective Service is operated by unpaid volunteers. There are more than 40,000 local board members, appeal board members and legal and medical



advisors of many kinds. Among them are a great many disabled veterans and other handicapped persons.

But, as General Hershey told the audience at the 1959 meeting: "All of us are to a greater or lesser degree handicapped. When the chips are down, national survival will depend upon millions of men formerly rejected as IV-F. The armed forces, indeed the entire Nation, has urgent need for a better 'yardstick' for measuring physical standards."

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Greensboro Volunteers Find Jobs for the Handicapped

"MOST of these folks don't need a sheltered workshop; all they need is the right job. Having some physical or mental limitation makes it hard for them to get a job of any kind."

This statement was made recently by Stanley Frank, Chairman of Greensboro, N.C.'s Job Contact Committee.

The Job Contact Committee was organized by the Greensboro Community Council as an outgrowth of a Chronic Disease Study, which pointed up the urgent need for selective job placement for handicapped individuals who are ready to work. Members serving on the Committee are citizens concerned with the employment of handicapped people—a physiatrist, psychiatrist, business men, counselors, a voluntary health agency director, personnel directors. In the group are representatives of the Mayor's Committee on Employment of the Handicapped, the Civitan, Jaycees, Kiwanis, Lions, and Rotary Clubs, Employment Security Commission and the Division of Vocational Rehabilitation. These 17 people were selected because of their experience, skills, and willingness to function as a screening and selective placement team. All serve as volunteers.

Who Is Helped?

There is no typical worker; each is an individual with differing skills, experience, motivations, and problems; but all handicapped people share in common many refusals for employment. This committee has sought jobs

for handicapped men and women having a wide variety of professional and technical skills, including engineers, teachers, secretaries, stock room workers, waitresses, janitorial workers and a few people with no work experience. Some of the problems encountered are: limited sight and hearing, a history of treatment in a mental hospital, limited use of arm and leg, epilepsy, back deformity, cerebral palsy, and mental retardation.

Here is an example which will illustrate the reality which these individuals must face. This man, in his late 30's, had received junior college training in a specialized field, served with the armed forces, then held a job in his field for several years. He became an alcoholic and was treated in a State institution. Upon his discharge from the hospital early in 1960 he was diagnosed as fully competent. Tests given him by the Employment Security Commission shortly before being referred to the Job Contact Committee rated him outstanding in his field.

This man made many unsuccessful attempts to obtain work. The main difficulty he encountered with employers was his history of treatment in a mental hospital. After many failures at securing a job, he grew discouraged. His physician shared his concern, realizing that a healthy mental outlook was dependent upon satisfactory employment.

The Employment Security Commission counselor, with whom the man had

been working to secure employment, presented this story to the Job Contact Committee. Members of the Committee discussed the problems involved and suggested places of possible employment. At the counselor's suggestion, Committee members volunteered to talk with the most likely prospective employers. This man went to work for a Greensboro company in July of 1960. Now, well over a year later, he is still employed with the same firm. His employer reports periodically that

he is pleased with the man's work and that he is a dependable employee doing a good job. The man is happy with his work and has become a confident, reliable citizen again.

The Job Contact Committee has reviewed and studied the health histories and employment potential of individuals who previously agreed that they be referred by employment counselors. Fifty-one cases have been reviewed since May 1960, and over half have jobs to date.

Covenant

In consideration of our deep desire to serve this community by giving intelligent assistance to those who, through no choice of theirs, have not been as fortunate as we;
this company covenants the following:



Committee of Guilford County
Chronic Illness and Rehabilitation
Foundation, Inc.

1. To give immediate and continuing consideration to the employment of handicapped persons.
2. To assist and to cooperate with those agencies charged with the responsibility of the placement in employment of handicapped persons.
3. To make every effort by proper selectivity to place in the employment of our company handicapped persons, who can meet the qualifications and demands of the job on a basis equal with others.

(Company)

(BY)

Members of the Job Contact Committee of Greensboro, N.C., in the wake of publicity provided by the Mayor's Committee on Employment of the Handicapped, have made follow up visits to local employers to ask their support of the covenant pictured above. To date, well over one hundred local firms have signed this covenant.

Goodwill Industries Goes International

By Gerald L. Clore
Secretary, International Committee
Goodwill Industries of America, Inc.

PERFORMANCE—that's a good name for this magazine and a good word for a rehabilitation idea that moves—an idea which can't be contained, an idea which works! Which *performs*.

Goodwill Industries is just such an idea, an idea which works.

While Edgar James Helms, the dreamer who started Goodwill Industries in Boston in 1905, was indeed a great idealist, in his wildest imagination he probably never realized that his little workshop would grow to become the largest private rehabilitation workshop movement of its type in the world.

It spread slowly, first Brooklyn, N.Y., Philadelphia, Pa., St. Louis, Mo., and Louisville, Ky. That illustrates how this performance program commends itself to other communities.

As the executive of the Goodwill Industries of Dallas, I have seen that kind of vital sharing. We got the idea, they tell me, from Louisville, about 1923. Since that time, our board of directors and our staff has taken a deep interest in sharing the Goodwill Industries idea with civic and rehabilitation leaders in other cities. First of all, it was Houston, Tex., and San Antonio, Tex. A little later, New Orleans, La., El Paso, Tex., and Corpus Christi, Tex. Still later Austin, Tex., Jackson, Miss., Muskogee, Okla., Fort Worth, Tex., and Mexico City, Mexico.

The extension into Mexico City is a good example of people-to-people sharing. It was the dimes and quarters from the handicapped workers in the movement all across America which made that installation possible 7 years ago. Voluntary contribution generated \$3,000 which was the seed money used there. Now that 70 handicapped workers and trainees are busy daily in the Mexico City Goodwill Industries, their president, Dr. Fernando Molina-Font, says they are ready to pass on that original seed money to Merida, Guatemala City, or some other place desiring Goodwill Industries service.

But the emphasis has been and is today on *performance*. Rehabilitation leaders are learning everywhere that without a final phase of rehabilitation, namely creative and productive employment, no amount of preliminary work is fully effective.

As we often say in Goodwill Industries, a man may be successfully hospitalized, he may get a new artificial limb and be taught expertly how to use it, but if he has no job to go to, he is still frustrated, and certainly not a rehabilitated individual.

Overseas, Goodwill Industries take numerous forms. The unit in Port of Spain, Trinidad, operates in a rambling shed which has a good roof against the tropical rains but has no walls. No walls are really needed.



Mrs. Ursa Chow Quan is the energetic Executive Director of Goodwill Industries in Port of Spain, Trinidad.

The structure is on the grounds of the House of Refuge, a sort of government hospital for all kinds of unfortunate people, both young and old. These inmates were idle and further deteriorating until the bright red sign went up—"Goodwill Industries." It was the culmination of hard work on the part of Mrs. Ursa Chow Quan, wife of a leading physician who learned about Goodwill Industries during her husband's medical internship in Washington, D.C. Often she visited our Goodwill Industries there and knew that her home city needed such service. Recently Mrs. Ursa Chow Quan toured the United States to update her knowledge of fast improving Goodwill Industries techniques.

A number of other cities have sent inquiries. San Juan, Puerto Rico, Caracas, Venezuela, Guatemala City, Guatemala, and others.

The sharing process goes on. We

have just received word that Mexico City has sponsored the installation of a new Goodwill Industries in Merida, Yucatan. Currently Jose Los Santos, a rehabilitation worker with the government of Argentina in Buenos Aires is studying Goodwill Industries in Washington, New Orleans, Dallas and San Antonio, in order to report to a committee considering the establishment of Goodwill Industries in Argentina's vital city.

Although the founder of Goodwill Industries projected it as an international movement, it is only during the past few years that the calls for help have resulted in the establishment within the Goodwill Industries of America of an International Committee.

Mr. Donald V. Wilson, the eminent Secretary-General of the International Society for Rehabilitation of the Disabled, is Chairman of the Committee. Actively interested also is an affiliate of the International Society, the World Committee on Vocational Rehabilitation and its chairman, Ian Campbell, as well as Leo Axlrod and leaders within the World Committee on Employment of the Handicapped.

Performance? The central tenet of the Goodwill Industries method devolves around performance. Nothing so vindicates and establishes a handicapped person whose self-picture has been damaged as the visual, tangible proof that he is a productive member of society with money in his pocket to prove it.

In 1960, 40,000 client-workers earned ample proof—\$20,000,000 in wages.

Welfare Project Helps Disabled Mothers

A NEW experimental project in the District of Columbia, which Miss Mary E. Switzer, Director of the Office of Vocational Rehabilitation, calls "a fresh approach to a serious problem," is being watched with more than passing interest by health and welfare officials throughout the Nation.

The project is one which permits all the agency resources of the community, including vocational rehabilitation services, to focus on a small group of mothers—now receiving public assistance for their children under the Aid to Dependent Children program—to prepare them to become self-supporting. To participate in the project a mother must have a physical, mental or emotional disability, possess rehabilitation potential, and be under age 36.

The case of Mrs. X. illustrates how the project is beginning to pay modest dividends ahead of schedule. Left with two small children by a deserting husband, and unable to take a job because of a physical impairment, Mrs. X. was receiving \$157 a month under ADC.

Last April she consented to participate in the new project and moved with her children to a residential training center operated jointly by the Department of Public Welfare and the Department of Vocational Rehabilitation. During a 4-month training period, Mrs. X. received medical treatment and physical restoration services. She was given classroom instruction, as well as actual work training, and instruction in personal hygiene, homemaking, and child care.

Other public agencies joined in con-

tributing specialized services in one unified approach. Together with 27 other mothers and 48 children in the training center, Mrs. X. participated in recreation programs sponsored by the Recreation Department, and received instructions provided by the teaching staff of the Board of Education and by public health nurses. The U.S. Employment Service provided counseling and placement services. Housing experts assisted in finding a suitable home for her and her children following successful completion of her training at the center.

Today Mrs. X. is earning \$48.50 a week as an accounting clerk in a Washington department store. She is living with her children in a two bedroom apartment in a public housing development. She has learned to overcome the limitations of her physical handicap and, above all, has learned to take her place as a positive force in community life.

The program has received a Federal grant from the Office of Vocational Rehabilitation, which has agreed to support the program for an additional 2 years. Part of the cost of the project is met by the mothers, who contribute their ADC checks during the training period. The Department of Public Welfare provides the bulk of the staff at the center.

It is anticipated that 90 to 100 mothers will be trained annually under the present program. The reduction in public welfare costs can readily be seen. But more important is the hope that each year 90 to 100 handicapped



ADVISORY COUNCIL MEETS . . .

THE FIRST meeting in 22 months of the President's Committee's Advisory Council witnessed a host of new faces and a flood of fresh ideas. Made up of the heads of Federal agencies most directly concerned with rehabilitation and employment of the handicapped, the Council tackled such topics as jobs for the mentally handicapped; the effect of automation on the handicapped; opportunities for the handicapped in agriculture; how newly-adopted architectural standards benefiting the handicapped can be adopted by Government buildings.

The Council took a brief "breather" for the above photo. Left to right: Bernard Posner, PC staff; Dr. Eugene Chapin, Medical Director, Civil Service Commission; John W. Macy, Chairman, Civil Service Commission; Mary Switzer, Director, Office of Vocational Rehabilitation, Department of Health, Education, and Welfare; Ivan A. Nestingen, Under Secretary, Department of Health, Education, and Welfare; William Davies, Program Planning Consultant, OVR; Edward Gudeman, Under Secretary, Department of Commerce; John H. Prince, Deputy Assistant Secretary for Administration, Department of Commerce; Dr. George A. Selke, Assistant to Secretary, Department of Agriculture; James Entwistle, Employee Management Relations Officer, Department of Agriculture; K. Vernon Banta, PC staff; James Hubbell, Executive Assistant for Personnel, Veterans Administration; Willis O. Underwood, Assistant Administrator for Personnel, Veterans Administration; Melvin J. Maas, Chairman, PC; William P. McCahill (back row), PC staff; Millard Cass, Deputy Under Secretary, Department of Labor; Hendrik Mugaas, Chief, Branch of Services to the Handicapped, and Jack Hurt, Deputy Assistant Director in Charge of Employment Service, Bureau of Employment Security, Department of Labor.

persons who have been dependents of society will take their place in the working world as producers for society. Although this chapter in the story of the handicapped has nationwide interest, the heroic achievement of these disabled women who have successfully undergone and are undergo-

ing rehabilitation in the face of family adversity, is better transcribed in terms of their own personal satisfaction for having attained a degree of self-sufficiency and self-respect.

Miss Susan Hendricks is Vocational Rehabilitation Counselor-Coordinator of the project.

No Place For The Handicapped?

By Rhea Felknor

National Catholic Welfare Conference

WHAT sense does it make for God to allow physically and mentally handicapped children to come into the world?

Plenty, according to a priest who has spent his entire priestly career working on behalf of such children.

Msgr. Elmer H. Behrmann goes back to the words of Christ. Asked why God had permitted a man to be born blind, He replied that it was "in order to manifest the works of God."

"That eludes people for a long time," commented Msgr. Behrmann, assistant director of the National Catholic Educational Association's Department of Special Education.

"And yet, over the years, I have come to see how these handicapped kids really fit into God's picture. It is another case of God using the weak to confound the strong, the foolish to confound the wise.

"They are helping the strong to become more charitable and more patient—more Christian.

"Over the years I have seen others grow holier simply because they had a retarded child, or were the sister or brother of one. This happens when they accept the child for what he is, and through the sacrifices they make to help him. I have seen people grow wonderfully in Christian perfection through their acceptance of a retarded child."

And for the retarded child him-

self, the day is gone when he was condemned to a useless and passive life.

"If your child is mentally retarded and you leave him alone, he'll just stare out of the window or watch television and gradually vegetate," Msgr. Behrmann said.

"But in special schools, where he gets to play with other handicapped children, he's going to be constantly stimulated. He'll begin to learn things that he could never learn by himself."

The schools seek to raise the handicapped to fourth- or fifth-grade level.

"Although there are more than 3 million retarded people in the United States today, surprisingly few people know of the steps that have been taken to help them," the NCEA official said.

He noted that the number of retarded children is double the total of all children suffering from blindness, polio, cerebral palsy and rheumatic heart combined. Some 330 such children are born everyday in the U.S.

A survey made of graduates of one school for the handicapped showed that more than half were employed full time and were earning an average \$45 to \$50 weekly, Msgr. Behrmann said.

Most were working in small businesses—filling stations, grocery stores, laundries—where they could be given close supervision. None were in skilled employment—but they were working and leading useful lives. . . .

(Continued on next page)

Reader's Digest International Rehabilitation Awards

THE International Society for Rehabilitation of the Disabled, in cooperation with the Reader's Digest Foundation, has announced the establishment of the "International Rehabilitation Awards" to be presented to those societies, associations, and interested groups which have done most to advance rehabilitation services for the handicapped within their communities. The seven awards, ranging from \$500 to \$2,500, will be made at the Ninth World Congress of the International Society, June 1963.

An international panel of seven judges will make selections on the basis of: (1) the status of services within the community in 1960; (2) the extent to which voluntary leadership is exercised in determining the needs and implementing plans to provide services for the handicapped; (3) action taken to remove the barriers impeding the development of such services; (4) the development of medical, vocational and educational programs for the handicapped. The international board feels that in using such criteria, and by judging on the basis of already exist-

ing conditions within the community, the smaller or lesser developed countries can compete on a level with the more advanced and wealthier nations.

The purpose of the awards, according to Hall H. Popham, President of the International Society, is to stimulate voluntary activity in the field of rehabilitation throughout the world, as well as to encourage the improvement and expansion of programs and facilities already in effect. The awards are open to all societies, associations, and groups concerned with rehabilitation, in any country of the world.

The awards consist of two general prizes of \$2,500 and \$1,500 and five regional awards of \$500 each. A statement of intention to apply must be submitted to the International Society by no later than January 1, 1963. All descriptive material to be used by the judges in making their selections should be submitted by no later than January 31, 1963. Further inquiries concerning the awards should be addressed to the International Society for Rehabilitation of the Disabled, 701 First Avenue, New York 17, N.Y.

Msgr. Behrmann is glad that the public is gradually adopting a changed attitude toward the handicapped.

"Ten years ago this was a hush-hush sort of thing," he remarked. "People were afraid to mention they had handi-

capped children." But he believes it is better to learn to live with the fact that the handicapped exist, and he has promoted efforts to call attention to the problem and the resources of assistance available.

Committee Awards Program Helps Stimulate Employment of the Handicapped

JUDGING by the letters and the newspaper clippings that the President's Committee has received, the awards program has helped to recognize and thank employers and other individuals, firms, and organizations who have made outstanding contributions to the handicapped program.

Furthermore, through the press, radio, and television, the awards program has helped to focus public attention on employment of the handicapped.

During the period 1951 through 1960, 10 "Handicapped Americans of the Year" have been named. They are: George Barr, Nils Josephson, Harry E. Smithson (deceased), Judge Sam M. Cathey, Arthur S. Abramson, M.D., Hugo Deffner (deceased), Mrs. Louise Lake, Dr. Anne H. Carlsen, Dwight D. Guilfoil, Jr., and Charles E. Caniff.

From 1954 to 1960, seven persons were chosen for the "Public Personnel Award." They were: Jack H. Pockrass, Laurence B. Kent, Professor Timothy J. Nugent, Hon. John Rosenblatt, J. Edgar Hoover, Mrs. Marian H. Saunders, and William F. Laukaitis.

In addition, since 1952 the President's Committee has conferred its "Physician of the Year Award" on the following doctors: Henry H. Kessler, Frank Hammond Krusen, Harold A. Vonachen, Gradie R. Rowntree, Rufus B. Crain, Lenox D. Baker, Howard A. Rusk, John H. Aldes, and Lee D. Cady.

"Distinguished Service Awards" have gone to various individuals, firms, and organizations rendering outstanding service to the program.

In addition, 1,210 Citations for Meritorious Service and 328 Employer's Merit Awards have been conferred since the awards were changed in 1956. Prior to that time, 599 Award Certificates, 635 Citations, 13 Citations of Outstanding Service, and 46 Awards of Merit were presented.

For the first time this year, an "Employer of the Year Plaque" will be presented. Mr. Edward K. Foster, Vice President and Group Executive of the Bendix Corporation, Baltimore, Md., is the recipient. It is hoped that many more Governors' Committees will next year submit recommendations for this award.

One more interesting statistic: Committee records indicate that in the fiscal year ending June 30, 1961, 13 States did not nominate any person, firm, or organization for an award. Two of these States—Maryland and Oklahoma—have their own awards programs. The other States were Alaska, Colorado, Delaware, Idaho, Iowa, Maine, New Jersey, Rhode Island, South Carolina, and Wyoming.

WORLD DAY OF THE DISABLED

March 18, 1962, has been chosen as the World Day of the Disabled, by the International Federation for the Disabled Workers and Civilian Cripples of Rome, Italy. Additional information may be obtained from: Federation Internationale des Mu-tiles, 11A Via San Tomaso D'Aquino, Siege Central, Rome, Italy.

Guest Editorial

Small Efforts Pay Large Rewards

ROBERT S. McNAMARA
Secretary of Defense



THERE are few Americans who disagree with the basic principle that the physically handicapped deserve a fair chance to be productive and to be judged on their abilities. Something more than agreement with this principle is required, however, if it is to become a reality.

The additional ingredient that gives form and substance to this concept is the small amount of extra effort involved in determining the positions in which a disabled applicant can perform so that his disability will not be a handicap; in making minor adjustments in a job requirement so that a physically handicapped person can perform the work fully and successfully; or in reorienting supervisory habits and attitudes, which often unconsciously are discriminatory toward a physically handicapped applicant, so as to make selection and utilization of a handicapped person possible.

Small efforts of this type pay large rewards, both in human values and in job performance. It is a source of great satisfaction to us in the Department of Defense that since 1955 over

14,000 physically handicapped persons have been employed in the Department. It is an even greater source of satisfaction to know that the performance of these people is excellent and that it has been good business to employ them.

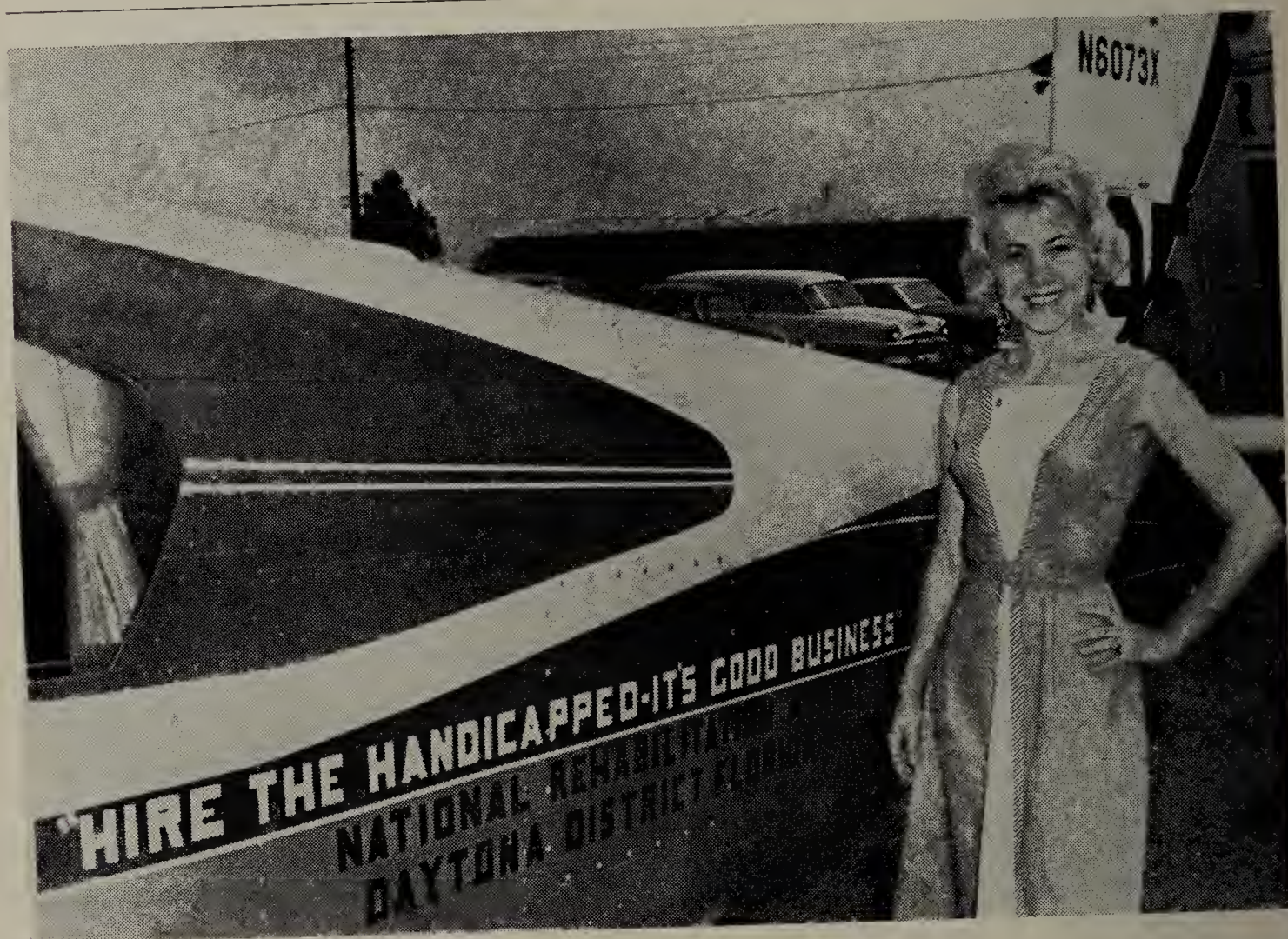
Amputees have established fine records in the Department of Defense in such varied duties as warehousemen, machinists, and administrative officials. The totally blind are performing successfully as attorneys, hydraulic equipment repairmen, training specialists and inspectors. Handicapped persons have demonstrated their ability to perform as well or better than their more fortunate fellow employees in these positions, and in scores of other types of positions, because in each instance someone has made that little extra effort required to give them a chance.

I urge all employers, supervisors, and others who are involved in the employment process—when the opportunity presents itself during 1962—to make this extra effort as their personal contribution toward the fuller realization of one democratic ideal.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE PHYSICALLY HANDICAPPED



Billboard With Wings

HERE'S a different twist to promoting a familiar theme. Powder Puff Derby pilot Nancy Lynam, who frequently has her head in the clouds, came up with this idea to spread the President's Committee slogan across the 2,709 miles between San Diego, Calif., and Atlantic City, N.J. Participating with 100 other contestants

in the 15th Annual All Woman Transcontinental Air Race, she attracted cross-country publicity and generous newspaper support for this worthy cause at each of a dozen airports visited along the route. Mrs. Lynam's mother, Theresa Every, NRA district secretary in Daytona Beach, Fla., was the originator of this idea.

PCEPH ANNUAL MEETING—MAY 10 AND 11, 1962

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The President's Committee on Employment
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Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on
Employment of the Handicapped

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Chairman

Gordon M. Freeman, Victor Riesel

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William P. McCahill

Executive Secretary

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Lawrence T. Burdick, *Editor*

Edmond J. Leonard, *Managing Editor*

Leah Smuckler, *Associate Editor*

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Cover Photo: (Left to right) General Maas, Mr. Collins, and President Kennedy. See story on page 2.

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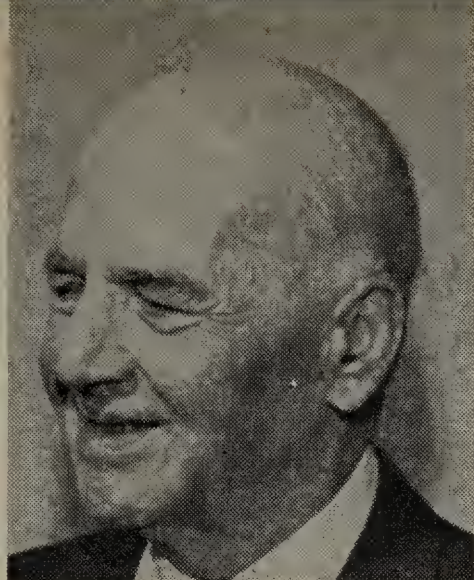
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The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Emergency Planning, and the Administrator of the General Services Administration.

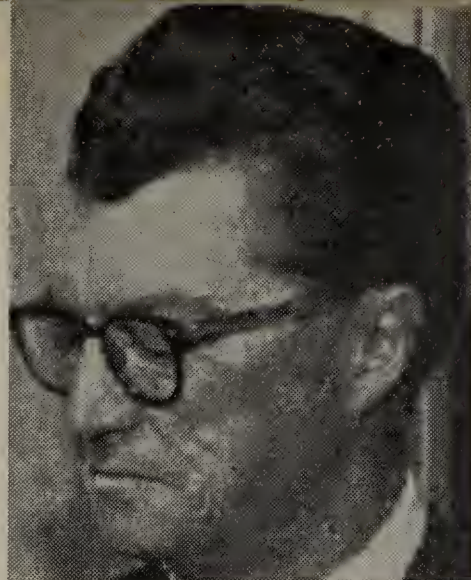
Use of funds for printing this publication has been approved
by the Director of the Bureau of the Budget, June 11, 1959



J. M. Sweitzer, President,
Employers Mutuals of Wausau



Melvin J. Maas, Chairman,
President's Committee



Stuart H. Becker, Chairman,
Wis. Governor's Committee

INSURANCE FIRM WINS TOP AWARD

THE top honor of the President's Committee, its Distinguished Service Award, has gone to Employers Mutuals of Wausau, Wisconsin, for a long record of furthering job equality for the handicapped.

At presentation ceremonies at a recent meeting of the Wisconsin Governor's Committee in Madison, President's Committee Chairman Melvin J. Maas said that the many public spirited activities of the insurance firm have world-wide implications.

Highlights of Employers Mutuals' activities over the years have been:

- Production of a 14-minute full-color documentary film, "Proud and Tall," telling of the rehabilitation and return to work of a young man blinded in an industrial accident.

- Sponsoring of two full-page advertisements in national magazines (total circulation, over 6,000,000), calling attention to job capabilities of the handicapped.

- As one of the Nation's largest workmen's compensation insurance

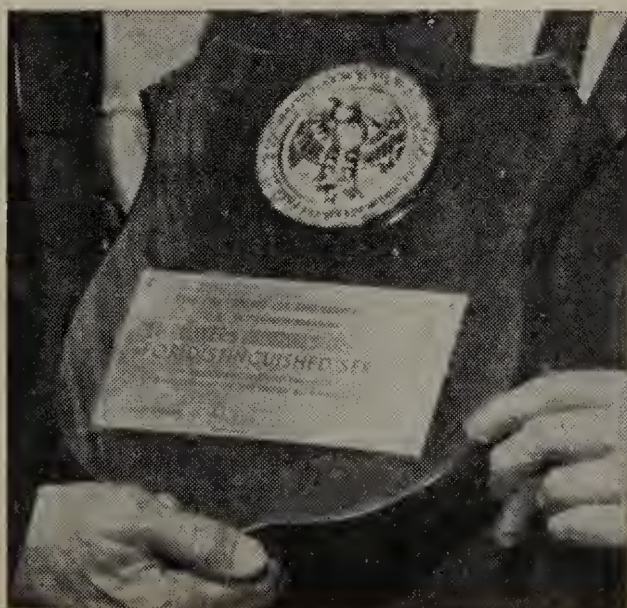
carriers, conducting an educational campaign to convince business that insurance rates do *not* go up when the handicapped are employed—a common misconception that has barred untold thousands of handicapped workers from jobs.

- Operated for a long time a rehabilitation center which restored hundreds to productive lives.

J. M. Sweitzer, President of Employers Mutuals, explained the philosophy of his company this way:

"The real argument against class discrimination in employment policy, whether its victims be handicapped workers or any other 'labeled' group . . . is purely economic. It is not social or moral or legal. . . . No businessman can afford the luxury of discrimination."

The Distinguished Service Award



A DAY AT THE WHITE HOUSE

JFK Announces PC's Name Change; Presents PC Award to Broadcasters

IT'S now official. The word "Physically" has been deleted by Presidential Executive Order, and the correct title now is The President's Committee on Employment of the Handicapped. President Kennedy himself made the announcement at The White House during a presentation ceremony to the National Association of Broadcasters of the President's Committee's highest honor, the Distinguished Service Award.

In a room filled with newsreel and TV cameramen, still photographers and reporters, the President said:

"Today we are changing the name of this Committee from 'Physically Handicapped' to 'Handicapped' because we do want to emphasize the great importance of hiring people who may have suffered some degree of difficulty mentally. These people deserve our wholehearted support and cooperation in making it possible for them to live useful and fruitful lives."

The Executive Order was signed February 14, same date President Kennedy made his announcement to the press.

The Distinguished Service Award was presented to LeRoy Collins, NAB president, by President Kennedy and Committee Chairman Melvin J. Maas, for "outstanding public service to the cause of jobs for the handicapped." (See cover photo.)

It was actually a double-barreled award. It went to the NAB itself for

having adopted the "Hire the Handicapped" cause as a top-priority special project. And, through the NAB, it went to the entire broadcasting industry for having donated more than \$5 million each year in free public service time for the jobs-for-the-handicapped campaign.

At The White House ceremony, President Kennedy lauded the NAB and the broadcasters for "having given untiring support to a great national effort to hire handicapped people."

General Maas pointed out that through voluntary efforts like those of the NAB and the broadcasters, America most effectively can demonstrate to the rest of the world the true nature of a democratic way of life, where man serves his less fortunate fellow man willingly.

NAB President Collins promised that his organization would devote even more effort to the "Hire the Handicapped" cause in the future.

The Presidential Executive Order made several important changes in addition to deleting the word "Physically" from the Committee's name.

It raised the maximum number of Vice Chairmen from two to three; it boosted the maximum number of the Executive Committee of the President's Committee from 40 to 50 and added the Secretary of Agriculture to membership in the Committee's Advisory Council.

"LIKE AN ICEBERG"

EDITOR'S NOTE: Following is an excerpt from the Hannah Davidson Aldes Memorial Lecture delivered in 1961 by Dr. Henry H. Kessler before the American College of Chest Physicians in Los Angeles. Mrs. Aldes, who died recently, was the wife of Dr. John Aldes, last year's "Physician of the Year" and head of the Dr. Ben Meyer Rehabilitation Center at the Cedars of Lebanon Hospital in Los Angeles. This was the first of the lectures commemorating Mrs. Aldes' dedicated life. Dr. Kessler for many years has been a member of the President's Committee and of the People-to-People Committee for the Handicapped. During World War II, he was a distinguished Naval surgeon. The excerpt follows:

LIKE an iceberg revealing only 15 percent of its structure above the surface, so individuals have tremendous dormant abilities that are rarely used. Catastrophies and emergencies such as illness and disability frequently give the individual the incentive and challenge to release the tremendous power stowed up in his physical and personality structure.

A case in point is that of Ted Jones, U.S. Marine, whose broken body, mangled by a Japanese mortar shell, had been flown by air from Guadalcanal and brought with 30 other severely wounded to the nearest Naval Base Hospital unit at Efate in the Solomon Islands.

Six bottles of plasma had been administered to him on the trip and when he was brought by jeep-ambulance from the airstrip to the quonset hut that served as a receiving station, another pint of blood was provided by a corpsman.

A quick appraisal revealed the severity of the injuries. His condition was so critical that it was decided to operate at once. It was necessary to

remove both arms, one leg, a testicle, a part of his jaw, and remove shrapnel from him and sew up about 60 other wounds. I thought that he would never survive this experience. Here I was, an orthopedic surgeon, trained in the surgical correction of deformities, reconstruction surgery, and the restoration of function carrying out the most destructive type of surgery, the removal of major parts of a patient's body. What I had just performed was mutilating surgery, a far cry from reconstructive surgery. I was overwhelmed with a deep sense of guilt; yet, in spite of this extensive destructive surgery, the patient lived.

Ted Jones' body had responded with a hidden reservoir of power that was transmuted into a positive will to live. But, the mere survival was not enough. Seven years later I met Ted Jones again. I had come to Madison, Wis., to give a lecture at the University. He had heard of my coming, and living nearby at Lake Mills, came to Madison to visit with me. He was wearing three artificial limbs, was married, had two chil-

(Continued on page 12)

BOOK REVIEWS

Blindness: What It Is, What It Does, and How To Live With It, by Rev. Thomas J. Carroll (Boston: Little, Brown & Company, 34 Beacon Street, 382 pages).

By Maj. Gen. Melvin J. Maas, Chairman,
President's Committee

AS FAR AS I know, I am one of the first few blind persons who has read Father Carroll's book. I belong in the principal category he is writing about; those who lost their eyesight at middle age.

There have been many books on this subject but Father Carroll's is by far the most thoughtful, analytical, and thoroughgoing of all such books I happen to know about. The author in 20 years has done a most searching job. I think he actually knows us better than we know ourselves.

I am not sure, however, that this is a book that all blind persons can read without suffering some traumatic psychological effects. Certainly it was a shocker to me. For the blind this is a depressing book—there is no doubt about that. I read from the beginning the 20 losses sustained by the blind and realize for the first time the deep feelings involved in each of these losses. Little did I know I might very well have so many latent, secret animosities and hostilities resulting from sudden loss of sight.

I concur with Father Carroll that there is no sixth or seventh magic sense which compensates automatically the blind for what they have lost. But there certainly is wide misunderstanding on this point. During the 1961

Christmas holiday season while I was reading the book one of our daily newspapers in this area carried a misleading editorial on this subject titled, "A Seventh Sense for the Blind," which, of course, is sheer nonsense.

There is another group that should all certainly read the book and they are the family of the adult member who has been suddenly struck by blindness. They will have a far better understanding not only of what the blind family member can do but, equally important, what he cannot do.

A family attitude of over-protection immediately comes to mind. During my convalescence at the Hines Veteran Hospital, I knew several "Mama's Boys" who couldn't learn and wouldn't learn because the mother or wife was overly protective and the blind person was left with the feeling that reading braille, for example, was something too hard; he just could not do it.

One particular blind young veteran's mother was over-protective to a point where it interfered with his training. So the staff asked me to see if I could help him with his braille. Well, I tried, but very soon he gave up in exasperation, "That's all right for you Mel, but me, I am blind." He actually didn't know that I too was blind nor did he care. He was an example of the man who could not learn because his mother was trying to do everything for him. It seemed to me she needed him far more than he needed her, really. What I am saying is that occurrence of blindness is not an automatic signal for someone else in the family to assume command. On the other hand, some families go to the other extreme and

expect the newly blind adult to do absolutely everything for himself. Here Father Carroll calls for patience and understanding.

He is absolutely right when he says blindness is a death and rehabilitation a rebirth. I recognize and recall that this is just what happened to me.

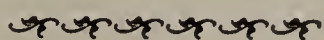
When it comes to measuring and analyzing consecutively all 20 of the losses, I cannot but believe that all blind persons suffer in differing degrees; that few, if any, suffer all 20 of the losses. One point of disagreement in our thinking is the matter of segregation. Perhaps I am not a typical blind person but it was never my experience that there is this tendency among the blind to segregate themselves that Father Carroll seems to worry about and take for granted. I doubt whether many organizations of the blind share Father Carroll's feelings that the blind tend toward self segregation.

On the contrary, I recall when the Blinded Veterans Association expelled the New York City chapter which wanted an apartment building constructed at government expense solely for the occupancy of blind people. This touched off a nationwide fight among blind veterans and wound up with a new chapter in New York City. Actually, I think that the blind in their organizations are trying to work in the same direction that Father Carroll would like to see them take; namely, toward integration into the sighted community.

The author's section on organizations and groups working in the field for the blind, I feel, needs expansion.

Here much more needs to be done. I know that many blind, for example, feel with good reason that the record of placement of the blind is the poorest record of any group of handicapped, despite the fact that in most States there is a separate State agency responsible for rehabilitation and placing the blind with its own funds and its own staff. No other group of handicapped has this nationwide network, yet the results are so hard to see.

While I have some reservations about the wisdom of all the blind reading this book, I certainly feel that every public and private agency for the blind, including every staff member in this work and every family with a member who is blind, certainly should consider this required reading.



A Manual of Neurology and Psychiatry in Occupational Medicine, by Dr. Ralph T. Collins (New York: Grune & Stratton, Inc., 381 Park Avenue, South, 236 pages).

THE Chairman of the PC's Committee on the Mentally Handicapped has written a useful and practical guide for industrial physicians and others concerned with occupational medicine, giving them finger-tip references in recognizing and dealing with various forms of mental illness.

The book belongs on the shelves not only of physicians but of all persons concerned with industrial mental health, employment interviewing, worker training, and general management.

What's more, a couple of chapters ought to be "must" reading for everybody. Written simply and directly, they deal in frank terms with job opportunities for former mental patients. Yes, they can work; no, there's no firm basis for discriminating against them, says Dr. Collins.

(Continued on page 12)

What Is

Left Is

What Counts

By Victor Christgau, Director,
Bureau of Old-Age and Survivors
Insurance, Social Security
Administration

Social security records are confidential, but Ronnie Deauville is willing to have his story told in the hope that it may help others.

HOW many of the more than four million babies born in the United States in 1961 will become severely disabled before life is ended? We do not know. But we know that during "life's uncertain voyage" disaster will strike a goodly number as it struck down Ronnie Deauville.

Ronnie was a famous boy vocalist about 15 years ago. He sang with name bands—Glenn Miller, Ray Anthony, and Tommy Dorsey. Two of his song hits were, "As Children Do" and "Gloria." In 1956, without any warning he was stricken with polio. At age 31, he spent 6 months in an iron lung completely paralyzed. During this time he was using up his savings and worrying about the financial future of his wife and four children.

While he was in the iron lung someone brought him literature on the social security program, and he read about the new disability provisions in the social security law.

In 1956, social security disability cash benefits were not payable, but there was a provision for "freezing" a disabled worker's wage record to protect future benefit rights. When a worker's earnings record is frozen,



the years in which he had no earnings or his earnings were low do not count against him. Ronnie applied for and was allowed "a disability freeze." Between 1956 and 1960 a number of important changes were made in the law so in November 1960 at the age of 35, Ronnie Deauville received his first social security disability benefit check for himself and his family in the amount of \$206.

Ronnie is not yet able to go back to work, but 6 months in a vocational rehabilitation center in Santa Monica have helped him immensely. He hopes some day to be able to sing again. But if he is unable to return to work, in the 29 years before Ronnie reaches age 65, he and his wife and 4 children will receive \$47,112 in social security disability payments.

The eligibility requirements for social security disability benefits are spelled out in the law. The benefits go to a worker who is unable to do any substantial job for pay because of an illness or injury which shows up in medical examinations and tests and which is expected to continue for a long and indefinite time. Benefits are payable beginning with the seventh month after the time the disability be-

gan. The worker must have had at least 5 years of work in the 10-year period ending when he was disabled.

While the major objective of the law is to pay social security benefits to qualified workers, the Bureau of Old-Age and Survivors Insurance, which administers the program, has an equally important function—to encourage vocational rehabilitation of disabled workers.

When the bill which later established the social security disability program was being debated, it was very evident that providing vocational rehabilitation services to disabled workers was a primary concern of Congress. The social security law reflects this concern, providing that the information obtained from all workers who apply for social security disability benefits shall be referred to the appropriate State vocational rehabilitation agency for review of the worker's rehabilitation potential.

In all but four States, the State vocational rehabilitation agencies make the initial disability determination for resident workers who apply for social security disability benefits. In the four States where the State welfare agency makes the disability decision, the records of the workers are also referred to the vocational rehabilitation agency to be reviewed for vocational rehabilitation potential.

As a further incentive to rehabilita-

(Continued on next page)

At the left is a panoramic view of the Social Security Building, located in the suburbs of Baltimore, Md., where the old-age, survivors, and disability insurance programs are administered.



tion, a trial work period is provided by law for a disability beneficiary who wants to go back to work in spite of his handicap. Under this trial work period, the disabled worker receives his cash disability benefits for 9 months while he is testing his ability to work. The 9 months do not necessarily have to be consecutive. After he has worked in 9 months, his case is reviewed to see whether the work he is doing shows that he is able to do substantial gainful work. If so, he will continue to receive his social security disability check for another 3 months, and then his benefits will be terminated. In the event he should again become unable to do substantial work within the next 5 years, he can receive his benefits from the time he becomes disabled again.

Many workers who received disability benefits did go back to work in spite of their handicaps. During 1960, the State vocational rehabilitation agencies closed 7,929 social security disability cases which they had accepted for services to the workers. Of these, 3,022 or 38 percent of the workers were successfully rehabilitated.

During 1959 the Bureau of Old-Age and Survivors Insurance reviewed a sample of 80,000 disability cases to determine the current disability status of the beneficiary. In about 10,400 it

was found that the worker was no longer disabled. Close to three-fourths of the 10,400 persons who were no longer getting disability benefits had gone back to work in spite of their handicaps. Medical improvement apart from any work activity accounted for an additional 20 percent of those whose benefits were terminated.

About 25 percent who went back to work were self-employed and most of the rest were in private employment. The four occupations in which about two-thirds of the workers found jobs were clerical and sales, service work, skilled factory work, and semiskilled factory jobs.

From 1955 to the present, 30,000 disabled workers have left the social security disability rolls and returned to work in spite of their handicaps. How many of these workers were able to go back to work as a result of vocational rehabilitation services they received or how many were able to go back as a result of self-help and determination we do not know. Whatever the reasons, it is an impressive fact, when one considers the severe handicaps which these workers had to overcome. The Bureau's experience gives substance to the idea that it isn't what a man has lost, but what he has left that is important.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

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Taking part in the presentation ceremonies are (left to right): Postmaster General J. Edward Day, William F. Laukaitis, Esther Van Wagoner Tufty, and Assistant Postmaster General Richard J. Murphy.

Postmaster Laukaitis Receives Public Personnel Award

IN RECOGNITION of his "distinguished service in encouraging and promoting the employment of the physically handicapped," Postmaster William F. Laukaitis of Baltimore was presented the Public Personnel Award of the President's Committee in a recent ceremony in Washington. Representatives of Federal employees associations and postal workers organizations filled the Reception Room of Postmaster General J. Edward Day to see the presentation made by Mrs. Esther Van Wagoner Tufty, prominent Washington correspondent and Chairman of the Program Planning Committee of the President's Committee. Mrs. Tufty acted as proxy for Chairman Maas, unavoidably absent because of temporary active duty at Marine Corps Headquarters.

The Public Personnel Award is presented every year to one person employed in a public agency—Federal, State, or local government, or a public school system—who makes an outstanding contribution to employment

of the handicapped in his agency. Final selection is made upon recommendation of the Public Service Committee of the President's Committee, whose Chairman is Edward L. Cushman, Vice President of American Motors Corp.

Postmaster Laukaitis was nominated by the Maryland Governor's Committee for his dedication to programs of rehabilitation and use of physically handicapped personnel. In the year ending October 14, 1960, 7.4 percent of the total number of persons appointed to the postal service in Baltimore were physically handicapped. During that same time, 25 persons were given special assignments because of physical handicaps.

Postmaster Laukaitis has been a member of the Baltimore City Committee to promote employment of the physically handicapped since 1959, but his interest in and encouragement of the hire-the-handicapped program and National Employ the Physically Handicapped Week goes back many years.

Bunting Heads People-to-People Handicapped Committee

ANNOUNCEMENTS of a change in leadership and appointment of a new Executive Secretary, together with year-end reports of progress, highlighted the People-to-People Committee for the Handicapped Annual Meeting recently held in Washington.

Mr. Earl Bunting, past President and former Managing Director of the National Association of Manufacturers, was elected Chairman. Mr. Bunting formerly was Vice Chairman of the President's Committee.

He succeeds Maj. Gen. Melvin J. Maas, USMCR Ret., Chairman of the President's Committee, who was named Chairman Emeritus of the People-to-People Committee. New members elected included Steve McCormick, Vice President, Mutual Broadcasting System, Inc.; and J. Leo Lynch, Chairman of the District Commissioner's Committee on EPH.

Mr. William P. McCahill, Executive Secretary of the President's Committee, and John A. DeChant, Washington Public Relations Counsel, were re-

elected Vice Chairmen. Miss Dorothy Dunnigan, Administrative Officer of the President's Committee, was elected Secretary. The Executive Committee will consist of Bunting, DeChant, McCahill, Miss Mary Switzer, and P. J. Trevethan.

At the meeting, it was reported that more than 10,000 used prosthetic devices, estimated conservatively to be worth \$800,000, have been collected and that over half of them have been shipped overseas, including some 2,000 sent overseas through Project Hope.

It was also reported that used sensory aid devices will soon be collected and distributed overseas on a pilot basis in one Latin American country under the auspices of the People-to-People Committee for the Handicapped.

The group unanimously passed a testimonial resolution to General Maas which will be presented "together with a token of esteem" at a future date. The resolution cites the General's service as first Chairman of the People-to-

Members of the People-to-People Committee for the Handicapped meet to report on progress made during the past year and to discuss future plans.



New
Executive
Secretary



MISS JANET HOUSE was appointed Executive Secretary of the Committee for the Handicapped. Miss House formerly was director of the Washington Office of Public Relations Aids, Inc., director of public interest for Family and Child Services of Washington, and a member of the public relations staffs of the American National Red Cross and George Washington University.

A graduate of Bucknell University, Miss House is a member of the Women's National Press Club, American Women in Radio and Television, Public Relations Society of America, the Advertising Club of Washington, and Alpha Chi Omega Sorority.

People Committee for the Handicapped, his work with international organizations concerned with rehabilitation and employment of the handicapped, and expresses the Committee's "warm appreciation for the General's dogged determination and manifest will power to pursue Committee and overall People-to-People objectives."

Mr. Mark Bortman, Chairman of Chairmen of People-to-People Committees and Chairman of the Civic Committee, discussed the importance of employment and rehabilitation of the

handicapped to the People-to-People movement. He noted that in his own experience in numerous countries he found deep interest in America's program for the handicapped.

Mr. Sanford Marlowe, the Director of the Office of Private Cooperation of the United States Information Agency, indicated that the Administration wished more and more emphasis to be placed in the private sector of the program, but he said his office would continue to act as liaison with individual committees.

Book Reviews

(Continued from page 5)

Opportunities for Blind Teachers in Public Schools, by Bruce Thomason, Ph.D. and Albert M. Barrett, Ph.D. (New York: American Foundation for the Blind, 15 West 16th Street, 39 pages).

THIS monograph attempts to present factual information about an area where much confusion and misunderstanding exist—the employment situation of blind persons as public school teachers. The authors—both of the University of Florida—surveyed the employment opportunities for the blind as public school teachers by exploring each State's legislation, policy, and actual practice in certifying blind teachers for positions.

The findings of this study reveal that the majority of States have no legislative bars to the employment of blind teachers and that 36 States presently employ blind teachers in their public school systems. As the Foundation's Executive Director, M. Robert Barnett, states in a foreword, "It would seem, then, that possible barriers to employment of blind teachers of sighted children have their genesis elsewhere than in legal restrictions!"

Those seeking a motivating force to encourage more employment opportunities for blind persons will find this compilation of findings a profitable guide in planning local efforts.



Counseling Your Friends, by Louis J. Cantoni, Ph. D., and Lucile Cantoni, M.S.W. (New York: The William-Fredrick Press, 55 East 86th Street, 105 pages).

THE authors present techniques in psychotherapy for the layman—in language that the layman can understand—with which he can help his disturbed friends and loved ones to better understand and resolve their personal problems. The problems may be the result of physical handicaps or of experiences in daily living.

The book covers such topics as: expressing concern effectively, facing life's tragedies, and getting along at home and at work.

"Like an Iceberg"

(Continued from page 3)

dren, had a successful insurance business, and was a member of the State legislature.

Several years later, in Turin, Italy, I repeated the story of Ted Jones before a group of public spirited people interested in the physically handicapped. With my Italian interpreter, I conveyed the message of rehabilitation as it had gradually spread around the world.

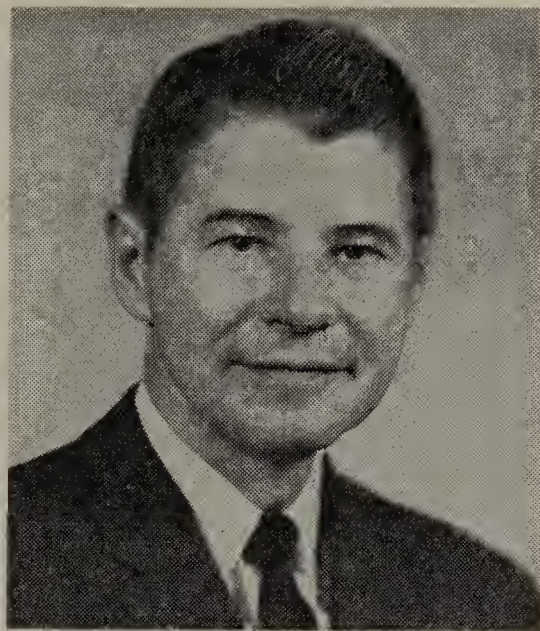
In the audience was a man with a patch over his right eye, who was constantly interrupting me. The interpreter tried to control him but not very successfully. Finally, he said, "Why don't you wait until the doctor is finished, then you can have your say?" After a few minutes I had finished my talk and the interpreter turned to Mr. Patch-Eye. "Now you can talk, what do you wish to say?" He stood up, looked around at his audience, and spoke. He wanted everyone present to know that he was injured in the war. As a matter of fact, he was shot down in the Alps. He had lost his eye, an arm and a leg, and he simply wanted to confirm what the doctor said: "It's hard to kill a man."

For more than 40 years, I have gone from continent to continent spreading this gospel of hope and freedom. In the course of my journey, I have looked into a million beseeching eyes, and in all of them I saw the light of freedom. In some dim, in others radiant; and all of them implored me to bring this message to you.

Guest Editorial

Meaningful and Productive Lives

ORVILLE L. FREEMAN
Secretary of Agriculture



FROM Demosthenes to Franklin Delano Roosevelt, the ability of the handicapped to make outstanding contributions to society has time and again been strikingly demonstrated. The biographies of the great men and women of history reveal that a surprisingly large proportion had major physical handicaps. Homer and Milton were blind, Moses and Demosthenes reputedly had defects of speech, Beethoven and Edison deaf, Keats and Mozart early victims of tuberculosis. The list goes on and on.

Surprisingly, in many cases, the existence of the particular handicap was turned to advantage and became an important factor in the achievements of the great. It has been said that Franklin Roosevelt's crippled legs made him a humanitarian; Beethoven's growing deafness has been called "the preparation of the soil for the flowering of his genius." And certainly Milton's blindness did not dim his poetic vision in the writing of *Paradise Lost*.

Nature has a way of compensating for the handicaps which afflict the human body—I know from personal experience.

It is in this light that we must view the physically handicapped of our time.

The fundamental tenet of democracy

is the belief in the worth of the individual. This belief carries with it the responsibility to give every person the opportunity to be a useful member of society. This has special application, I believe, to the physically handicapped who possess the will and the ability to work, but who, all too frequently, do not receive equal consideration with others in obtaining gainful and constructive employment for which they may be particularly well qualified.

It is not enough to make life comfortable and easy for the handicapped; it is more important by far that we endeavor to make it meaningful and productive. This is what makes the Hire the Physically Handicapped Program so important.

There are many jobs in agriculture and in food processing and marketing for which handicapped men and women are extremely well qualified. As Secretary of Agriculture I will do everything in my power to see that the handicapped have full opportunity to fill these jobs.

This I firmly believe is not only in the best interests of the Nation; it is an expression of faith in democracy itself.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE HANDICAPPED

Chatelain Cited for Leading Building Barriers Attack



MAJ. GEN. Melvin J. Maas, USMCR Ret., Chairman of the President's Committee, is shown (left) presenting a Chairman's Commendation to Leon Chatelain, Jr., FAIA, Past President, American Institute of Architects, at the 21st Biennial Architectural Awards Luncheon sponsored by the Washington Board of Trade. Over 500 architects, engineers, planners, and other guests witnessed the presentation at the Hotel Mayflower in Washington, January 5.

General Maas cited Chatelain for the leading role he played as chairman of the sectional committee which developed for American Standards Association approval the published specifications for making buildings accessible to the physically handicapped.

The President's Committee cosponsored this project with the National Society for Crippled Children and Adults. The setting of the National Society's Annual Convention in Denver last fall was the launching pad for promotional activity to translate this building standard into general acceptance and adoption.

As chairman of the group which brought this project to reality, Chatelain was commended for his "determination and leadership." General Maas told Chatelain that, "The standard you have worked so hard for gives us a professionally accepted tool to carry out a concerted assault on architectural barriers."

PC ANNUAL MEETING—MAY 10 AND 11, 1962

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Performance

THE STORY OF THE HANDICAPPED



Trouble Shooter on Wheels

The President's Committee on Employment
of the Handicapped

MAY 1962



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Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on
Employment of the Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.

Chairman

Gordon M. Freeman, Victor Riesel

Vice Chairmen

William P. McCahill

Executive Secretary

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May 1962

Lawrence T. Burdick, *Editor*

Edmond J. Leonard, *Managing Editor*

Leah Smuckler, *Associate Editor*

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Cover Photo: George P. (Mike) Tylor, seated, with William A. Hanks, left, and William R. McLindon. See story on page 1.

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Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Emergency Planning, and the Administrator of the General Services Administration.

Use of funds for printing this publication has been approved
by the Director of the Bureau of the Budget, June 11, 1959

Paralytic Steelworker Takes in Stride Tough Construction Jobs

A WASHINGTON, D.C., contractor has an answer to those big construction jobs where half the battle lies in structuring steel skeletons against the sky. His name is George Tylor, former high school football star, who supervises the steel erection for Ray Gains, Inc. on such projects as apartments, churches, and schools in the Capital area. (See cover photo.)

Mr. Tylor's 11-year career in steel work nearly came to a tragic halt 4 years ago when an industrial fall left him paralyzed from the waist down. His convalescence was long and often discouraging, but his interest in steel prompted him to take a home study course in structural engineering while still confined to his bed. Long trained in focusing his sights upwards, he felt that a prophetic look to the future meant

concentration on increasing his ability and knowledge of construction methods to offset his confinement to a wheelchair.

Even before he was able to get to the construction sites, his employer was bringing plans to his home for cost estimates. Soon he was on the scene in his wheelchair, supervising the steel work, acting as trouble-shooter when difficulties arose, and generally assuming all responsibility when things needed straightening out.

George Tylor is used to getting things done. He hasn't the patience to wait for miracles to happen. That's why he could never sit in his wheelchair and watch the passing scene, once he felt the satisfaction of seeing his steel girders as a dynamic part of the changing scene.

"Star-Studded" Annual Meeting Set

PRESIDENT of the United States; a pair of Congressmen; a First Lady of the theatre; a head of a Presidential panel; a world traveler and columnist; a physician-writer better known as "Mr. Rehabilitation"—these are among the world-renowned participants who promise to make the 1962 Annual Meeting of the President's Committee one long to be remembered.

The meeting will take place May 10 and 11 in Washington, D.C. Sessions will be held in the vast, high-pillared Departmental Auditorium and in the

richly decorated Grand Ballroom of the Willard Hotel, a block away.

President John F. Kennedy is expected to attend the opening session to present awards to the "Handicapped American of the Year" and to the five nationwide winners of the high school essay contest on the theme of the handicapped.

The Disabled American Veterans is providing prize money for the five top winners, while the AFL-CIO will bring all the State winners into Washington

(Continued on next page)

and furnish them with expense money.

Keynote speaker for the opening session will be Dr. Leonard Mayo, Chairman of President Kennedy's special Panel on Mental Retardation. Dr. Mayo is Executive Director of the Association for the Aid of Crippled Children and has a wide reputation as a dynamic speaker.

Two outstanding features will highlight the afternoon of the first day.

One is a simulated congressional hearing presided over by Congressmen John E. Fogarty of Rhode Island and Melvin R. Laird of Wisconsin. Those attending the Annual Meeting will have an opportunity to "testify" with a brief statement on any topic related to the handicapped; but they will be subject to rigorous questioning, just as would occur at any regular congressional hearing.

The other feature is a presentation of the new OVR-commissioned play, "The Picnic Basket," with an all-star cast from New York City. The play will be introduced by Ethel Barrymore Colt.

The morning of the second day of the Annual Meeting will be devoted to rehabilitation as a gateway to employment of the handicapped.

Featured speaker will be Dr. Howard Rusk, Associate Editor of The New York Times and Director of the Institute of Physical Medicine and Rehabilitation.

Following him will be presentations of two OVR demonstration projects—one dealing with a new method of teaching blind college students Russian, developed by Georgetown University in Washington; the other hav-

ing to do with job effectiveness of the mentally retarded, developed by Henry Viscardi's Abilities, Inc., in Albertson, N.Y.

A luncheon will be held the first day at the National Press Club across the street from the Willard Hotel. It will be informal in nature and will feature piano music by Ray Leizer, handless business executive associated with Abilities, Inc. Mr. Leizer has learned to play everything from Bach to the latest twist with deftly-manipulated hooks.

The essay winners, their parents and teachers will be guests of the AFL-CIO at a special luncheon on the first day.

The second day will feature the International Luncheon in the Grand Ballroom of the Willard. Speaker will be Victor Riesel, widely syndicated newspaper columnist, who recently has returned from a long trip around the world. Mr. Riesel also is a Vice Chairman of the President's Committee. Mr. Earl Bunting, Chairman of the People-to-People Committee for the Handicapped, will be Toastmaster.

The afternoon of the second day will be turned over to a discussion of ways to translate the new American Standards Association Building Standard for the Handicapped into definite action at all levels—national, State, and local. Moderator of this session will be Leon Chatelain, Jr., past President of the American Institute of Architects and Chairman of the Sectional Committee of the ASA under whose auspices the Standard was developed. Speaker for this session will be Edgar J. Forio,

(Continued on page 9)



Key Girl in a Wheelchair

TRAFFIC manager of a large radio station demands a cool head and a quick wit. It doesn't require sound legs.

So it's only natural that the person filling that key job at 50,000-watt KDAY in Hollywood, Calif., be a cool-headed, quick-witted young lady, Mrs. Mary Lu Houk, who gets around in a wheelchair. She lost the use of her legs 10 years ago. Polio.

"I can do anything anyone else can do except climb stairs and hang out the clothes," she says. And station manager Mel Leeds agrees enthusiastically.

Also, it was only natural for Mary Lu to come to work at KDAY in the first place, in the spring of 1955. At the time, she was undergoing therapy in a rehabilitation center on the ground floor of an office building. KDAY was on the fifth floor. She applied for a job as receptionist and got it, taking an hour off each morning for therapy.

Later that same year she was promoted to traffic manager—in charge of scheduling commercials (life blood of the station); arranging program logs; fitting in public service (such as "Hire the Handicapped" messages); supplying disc jockeys with copy (they use reams of it each day), and generally making certain that the day's schedule proceeds smoothly.

She's been on the job ever since. KDAY moved twice in the 7 years she's been on the job, and each time the station considered accessibility for Mary Lu's wheelchair in choosing locations.

Mary Lu supports her mother and two daughters. "I'm very happy to be able to support them," she says, "but why shouldn't I? I'm luckier than most. My breathing wasn't impaired. My arms weren't affected. I lost only the use of my legs, and my wheelchair takes care of that."

National Employ the Physically Handicapped Week

October 7-13

Paraplegics Find Rewarding Jobs At Switchboard of Duke University

By Norman K. Nelson
Duke University Medical Center

TWO young women with pleasant voices and nimble hands have found rewarding occupations at Duke University despite the fact that both are paralyzed from the waist down.

They work side by side at the switchboard of Duke's campus telephone system where thousands of calls are handled each day.

Besides providing work that isn't limited by paraplegia, the position of switchboard operator has given these women other satisfactions above and beyond financial security.

Mrs. James Norton, who was paralyzed instantly in an automobile accident 5 years ago, views her job as an opportunity to help other people "even though I never see them."

She cites as an example the many incoming calls to Duke Hospital that she handles during her daily 8-hour stint

at the switchboard. No stranger to the hospital, she underwent some 12 operations at Duke after her accident.

Miss Carolyn Byrd, an energetic outgoing young woman who was born a paraplegic, likes the challenges that her work offers.

"You have to be alert and know how to handle people on the phone," she explains. She emphasizes that she doesn't feel handicapped "because I've never known what it is to walk." Another important help came from her parents, who wisely made no concessions because of the handicap. "I have two sisters, and we were all treated alike," she explains.

Miss Byrd, a 28-year-old native of Durham, states with justifiable pride that she's been self-supporting since she was 20 years old. After high school graduation in 1953, she took a business course at the Woodrow Wilson Rehabilitation Center in Fishersville, Va.

Subsequently she earned money with part-time jobs that included typing and radio monitoring. Photographic re-



Handling hundreds of calls every day at the telephone switchboard of Duke University might sound like routine work, but to Miss Carolyn Byrd (foreground) and Mrs. James Norton (second from front) it represents achievement in the face of handicaps.

touching currently provides another source of income in addition to her Duke salary.

Miss Byrd sought her present job of switchboard operator because it offers steady employment, a change of atmosphere, and an opportunity to work with other people. "It helps me as a handicapped person," she says, "and it lets others see that handicapped people can provide for themselves."

In contrast to Miss Byrd, Mrs. Norton had to adjust to paraplegia after growing up as a normal person. A native of Granville County, she had been employed as a telephone operator in Jacksonville, N.C., at the time of her

accident. This background has proved helpful in her work at Duke, although she had to learn the operation of a different kind of switchboard and the special demands of a university telephone system.

How did she adjust to her handicap? Although Mrs. Norton doesn't say so, courage and a kind of stoicism are probably the key.

To most people who dial Duke University's telephone number, the anonymously spoken "Duke" is no more than a means of identification. But among the staff of switchboard operators are two who have found the word a symbol of security and achievement in the face of grave obstacles.

Commendation Presented to Fred Panzer



MR. Fred Panzer, Veterans Administration Information Officer, holds the PC Chairman's Commendation presented to him at the meeting of the Committee on Disabled Veterans in the Administrator's Conference Room at the VA. On the right is General John S. Gleason, VA Administrator. Left is Maj. Gen. Melvin J. Maas, USMCR Ret., who made the award. "Mr. Panzer," he said, "has long assisted in the production of visual and printed materials, helped in the planning of meetings, and made many other contributions."

In accepting the commendation, Mr. Panzer said, "It was a pleasure to promote the President's program because I believe in it so thoroughly."

They Treat the Whole Orthopaedic and R

ACROSS the Potomac River from Washington, D.C., in Arlington, Va., stands the National Orthopaedic and Rehabilitation Hospital, a monument to the community's spirit. This community-built, nonsectarian, non-profit hospital is governed by a board of trustees composed of prominent businessmen from the surrounding area.

The 110-bed hospital is a comprehensive medical and fully equipped rehabilitation center with all departments geared to administering complete rehabilitation services to physically disabled persons at the onset of a crippling illness, restoring them to the highest degree of useful living, and enabling them to become independent and productive citizens of the community.

The reason is explained by the hospital's founder and Medical Director, Dr. O. Anderson Engh, an Orthopaedic Surgeon, who stated: "Rehabilitation, in my opinion, is not the so-called third phase of medicine. Rehabilitation consists of medical, surgical, and psychiatric care with physical and occupational therapy, social service, vocational training, and employment of the handicapped."

Under this concept, Dr. Engh explained, "Rehabilitation does not start after the patient has received medical

and surgical attention, since the latter is part of rehabilitation. The patient is started on a rehabilitation plan immediately—depending on the severity of his injury, his interests, and his aptitudes."

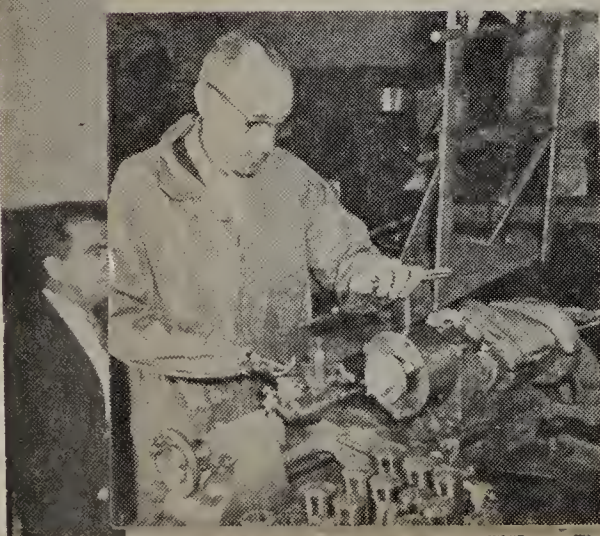
Dr. Engh continued: "The employment of the handicapped in the contract workshop is in itself one of the most important divisions of rehabilitation because of its physical, psychological, economic, and other benefits."

In this shop, supervised by George Wayland, patients are employed on contract work in such operations as welding, sheet metal work, tool making, and general machine shop operations.

One of the largest projects handled by the machine shop was the production of 1,500 target launchers for the Arthur Johnson Co., Silver Spring, Md., to be used for sport shooting.

The International Armament Co. of Alexandria, Va., gave the shop a contract for cleaning and refurbishing rifles and swords. In addition, some of the men in the shop are engaged in making lamps and in rebuilding Colt Dragoon pistols, used in the 1840's, for trophy room decorations.

Another important shop is the Wood and Carpentry Shop under the supervision of Diedrich L. Dalke. With



erson at the National Rehabilitation Hospital

many power tools, all types of carpentry and woodworking assignments for the hospital are handled in this shop. In addition, such items as cabinets, gavels, and shelves are made, and some items are sold.

A third workshop that employs patients is the electronics shop where patients are engaged in testing and repairing electric appliances.

A patient is placed in one of the shops as an employee after very careful evaluation of his capabilities and after very thorough training. Part of this training takes place under the supervision of Mr. Garnett Y. Carpenter, a retired Civil engineer from the U.S. Bureau of Public Roads, who teaches mechanical drawing, drafting, advanced mathematics, and blueprint reading.

But the patient doesn't get right out of bed and into a shop. After he is able to get up, his first stop is physical therapy. This department, supervised by Chief Physical Therapist Robert Becker, is a most important one. Here the patients are strengthened through exercises, hydrotherapy, and use of such devices as parallel bars for walking, pulleys, or one of the many other physical therapy devices available for restoration of limbs. It is here that

the patients—where necessary—learn to use artificial limbs, learn to walk again, and learn to use crutches, braces, or canes.

A major role on the rehabilitation team is fulfilled by Dr. E. Lakin Phillips, Chief Psychologist at the hospital. He evaluates a patient from the standpoint of capabilities, interests, and aptitudes.

Another important part of a patient's rehabilitation is occupational therapy. As Occupational Therapist Joan Whitley explained, part of her function is to help the rehabilitation team evaluate a patient. The treatment program may include the use of creative and manual arts, recreation, education and social activities, prevocational testing and training, or training in everyday activities. In short, occupational therapy is "curing by doing."

The Bureau of Employees' Compensation, U.S. Department of Labor, frequently sends Federal employees injured on the job to this hospital for treatment and whatever physical and vocational rehabilitation is necessary to restore them to a wage-earning status. In addition, the Veterans Administration, State rehabilitation agencies, welfare agencies, and private phy-

(Continued on page 12)



One of the real compensations of my work for the handicapped has been getting personally acquainted with Doc and Tess Hyman. Howard Hyman's contribution to the happiness of countless thousands of handicapped is beyond measure.

MELVIN J. MAAS

Doc Hyman Lights Up the Sky For the Handicapped

THERE ARE nearly 8 million people living in New York City. A visitor might think they all spill into Times Square when the lights come on and the curtains are ready to ascend in the many theatres surrounding Shubert Alley. When he tries to get a ticket to a Broadway show, he becomes convinced that 8 million others have the same idea.

This is the story of Dr. N. Howard Hyman. He manages to obtain a whole block of theatre seats several times a week. That's why he's rightfully regarded as a Manhattan miracle.

Doc Hyman's no stranger to New York. He's one of the millions, but he's also one in a million. Here he comes, a familiar sight along Broadway, running ahead of a block-long procession of wheelchairs, guiding them Indian file between swarms of pedestrians, hurrying on his charges toward the theatre as curtain time approaches.

The people in Tin Pan Alley and all along Broadway know the slight, smiling man. They wave him on, then turn to explain to the uninitiated, "That's Doc Hyman treating his boys and girls to a night on the town. It happens several times a week, every week, and it's been going on for 20 years."

Each time it happens everything is "on the house," thanks to Doc's myriad contacts among show producers, restaurateurs, and sports promoters. "The best friend the handicapped citizens of this town have," say the patients and graduates of every Veterans Hospital and civilian rehabilitation center in the metropolitan area. A pioneer in what may be called "social rehabilitation of the handicapped," he began his crusade for more fun for amputees, paraplegics, and the blind, when during World War II he saw that the therapy of fun was needed to keep the newly wounded veteran from withdrawing from the world and slipping back into a state of depression. After the war he couldn't resist the satisfaction of the smile that assures him his boys are having a good time, so he turned his attention to the civilian handicapped, too.

Last fall someone counted 197 wheelchairs lined up on the Yankee stadium turf during a pro-football game. When he spotted Doc Hyman running up and down, passing out hotdogs and coffee to the paraplegics, he wasn't at all surprised. So amazing have been his expeditions, that his closest friends practically took in stride his supreme achievement without even raising their

eyebrows. That was the time that Doc loaded 25 paraplegic patients from Kingsbridge VA Hospital on a plane and took them to Miami to see the Orange Bowl classic—as well as the other fields of entertainment indigenous to the Miami area. Around Kingsbridge they're still talking about that trip!

His own bread and butter profession, that of being a Doctor of Dental Surgery, sometimes takes a back seat to his one-man recreational program for the handicapped. Besides football games and plays, Doc arranges for attendance by the handicapped (and their spouses or other escorts) at benefit performances at Madison Square Garden; concerts at Lewisohn Stadium, Town Hall, and Judson Hall; basketball games; prize fights; movie shows; and dinners at hotels and restaurants with Doc and his charming wife, Tess, hosting as informally as in their own home.

Doc and his wife feel that persons in other communities could do similar work on behalf of the disabled. They need not be deterred by the unavailability of Broadway shows. There are many local facilities which could be utilized—country clubs, bowling alleys, swimming pools—and there are always movie theatres.

Doc sums up his guiding philosophy in the following quatrain:

"I met a man who was unable to walk;
I met another man unable to see.
I pledged that I, who see and walk
Shall help them while there's life in me."

And now, as this magazine goes to press, they're calling a meeting at the summit. This meeting has been sum-

moned to fill a void in Dr. Hyman's agenda which he would be the last to recognize. However, his will be the only variant voice. This unfinished business will be cleared up at Delmonico's, where a testimonial dinner will honor Dr. Hyman in appreciation of his generosity to the handicapped. His lovely wife and helper, Tess, will be proudly by his side. So will Jimmy Durante, in his role as host. And gathered all around him will be hundreds of the handicapped and their able-bodied friends who, in paying tribute to Dr. Hyman, will prove that an allegedly impersonal town can be warmly personal when its heart is touched.

Annual Meeting

(Continued from page 2)

Senior Vice President of the Coca-Cola Company of Atlanta, Ga. Other discussion leaders will be a nationally prominent architect, and a former Governor's Committee Chairman.

Chairman of the Program Planning Committee for the 1962 Annual Meeting is Esther Van Wagoner Tufty, Washington newspaper correspondent and member of the President's Committee Executive Committee.

A number of leading Washington hotels have set aside rooms for persons attending the Annual Meeting. They are the Mayflower, Ambassador, Willard, Raleigh, Washington, Statler-Hilton and Roger Smith. Reservations (made as far in advance as possible because of the tremendous influx of tourists) should be handled directly with the hotels.

Newfoundland Honors Handicapped Citizens of the Year

“WHEN I attended your Annual Meeting 2 years ago, I was very much impressed with your idea of an award to the handicapped citizen of the year. I came away convinced that was a sound idea and would prove very useful here.”

So wrote W. H. Davis, Provincial Coordinator of Rehabilitation, King George V Institute, St. John's, Newfoundland, in a letter to Deputy Executive Secretary K. Vernon Banta of the President's Committee.

Now from Newfoundland comes word that the “Handicapped Woman of the Year” and the “Handicapped Man of the Year” have been selected and honored by their Canadian neighbors. In a ceremony marking the opening of the Annual Seal Sale Campaign in St. John's, Miss Helen Traverse of Coachman's Cove, White Bay South, and Robert Windsor of Wesleyville, were cited as two courageous citizens of whom all Newfoundland can be proud. Both are confined to wheelchairs, but no hand wringers, they; on the contrary, their stories, as told at the awards presentation, are worth a thousand sermons on rehabilitation.

Since the day, 19 years ago, when Helen Traverse was afflicted with

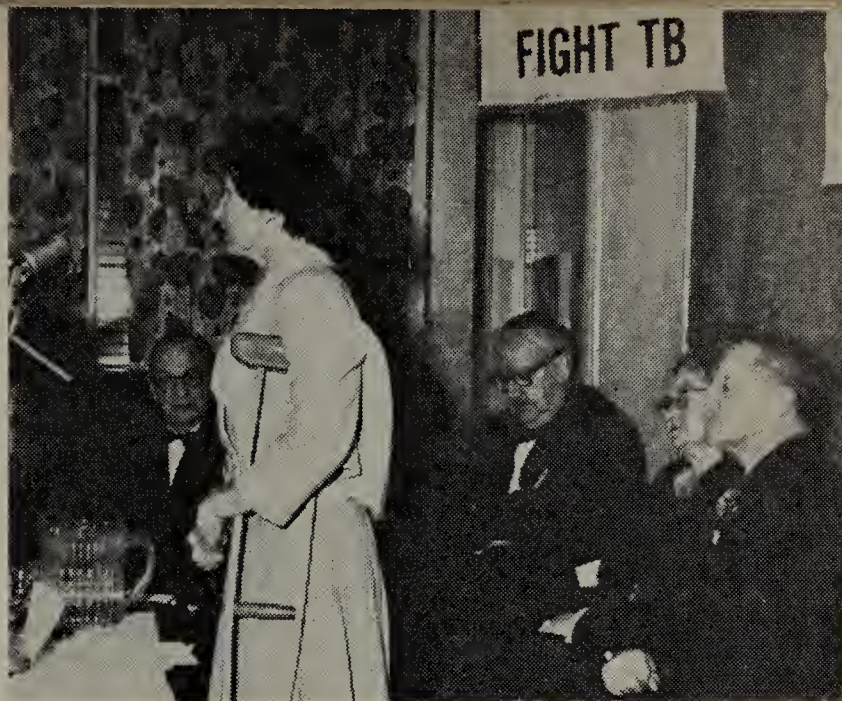
severe rheumatoid arthritis, she has determined through her own initiative to become independent. During the first 12 years, while bed bound, she studied all the school books she could borrow. Unable to purchase a typewriter, she memorized the keyboard from a chart. Later she gave her services in the Grenfell Children's Home, St. Anthony, where she received some practical on-the-job experience in return for room and board.

After 2 years she decided to leave the sheltered environment she enjoyed at St. Anthony, and take the big step into the competitive business life of St. John's. After intensive job hunting she managed to obtain part time employment at the Rehabilitation Division of the Department of Health, as well as half-time work at the Newfoundland Tuberculosis Association. With the help of devoted taxi drivers, she ran up a near-perfect record of attendance, and after a year she had become such a



Robert Windsor, recipient of the C. A. Pippy Award as Newfoundland's “Handicapped Man of the Year,” is pictured with Mrs. Campbell L. Macpherson (left) and Mrs. James McGrath.

Listening to Helen J. Traverse, selected for the Mrs. C. A. Pippy Award as "Handicapped Woman of the Year," are, seated left to right: James R. Ewing, President, Newfoundland Tuberculosis Association; Hon. Dr. James McGrath, Minister of Health; Mrs. James R. Ewing; and Hon. Campbell L. Macpherson, Lieutenant Governor of Newfoundland.



valuable asset, she was hired full-time by the Rehabilitation Office where she is still employed.

Rehabilitation to her is a continuing process. She recently has taken on the additional physical and financial burden of attending the Adult Education Centre. Her long-range objective is to become a teacher of other handicapped persons.

Robert Windsor is a radiant example to his entire community. An attack of poliomyelitis in 1949 left him unable to stand or walk and robbed him of the use of his right hand and much of the functions of his other hand. Before he was out of the hospital he was learning to write with his left hand, and painting pictures by holding a long-handled brush between his teeth.

After 31½ years in the hospital, he returned home where he and his wife

started a general business. Later he went to work as Town Clerk-Manager, and also started *The Wesleyville Messenger*, a weekly news sheet with a circulation of over 400. He types the stencils himself with one finger. His neighbors help in mimeographing and distributing the paper.

Not content with this busy schedule, he recently has gone into the insurance business, as representative agent for two large insurance companies. He takes an active interest in the welfare of the entire community, and serves as a Lay Reader in his church and sings regularly in the choir.

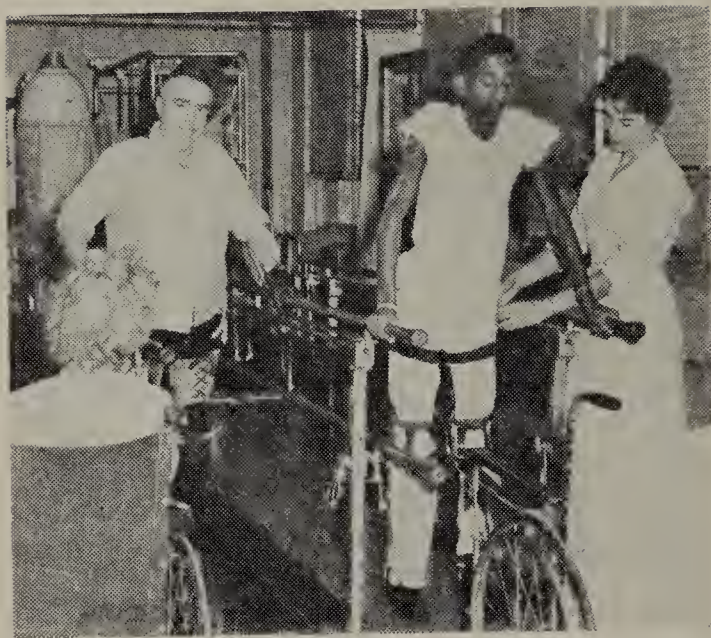
Robert Windsor's 15-hour day in a wheelchair amply demonstrates that when one refuses to be subdued by physical difficulties, he can rise to greater achievements through courage, perseverance and cheerfulness.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

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Orthopaedic Hospital

(Continued from page 7)



sicians all send patients to the hospital for rehabilitation services.

Once a week the rehabilitation staff meet with the Medical Director and Dr. Arthur E. White, a Physiatrist and Medical Coordinator of the hospital,

to go over progress of various patients and other matters pertaining to rehabilitation.

Among the donors of equipment and time have been the Arlington, Va., Junior Chamber of Commerce; the Northern Virginia Builders Association; the Northern Virginia Plumbers Association; the Washington, D.C., Building and Construction Trades Council—AFL—CIO; and the International Association of Machinists—AFL—CIO.

The hospital has received grants from the Office of Vocational Rehabilitation of the U.S. Department of Health, Education, and Welfare as a research and demonstration project, the Ford Foundation, the Old Dominion Foundation, and the State of Virginia.

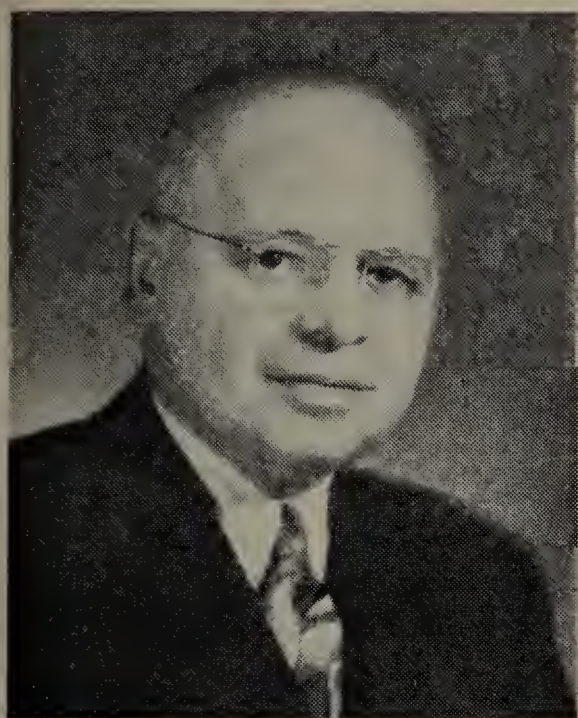
Filipinos Celebrate Handicapped Week

THE WEEK of February 4-10 was "Aid to the Blind and Other Handicapped Week" in the Philippine Islands. Highlight of the week was a Conference held in Manila at the Coca-Cola Plant Conference Hall, where participants discussed the theme, "Help in the Placement of Rehabilitated Workers."

The program for the Conference was a lively combination of education, edification, and entertainment. Before sipping refreshments, courtesy of the landlord, those attending heard talks from top labor and management officials; enjoyed the musical numbers

offered by the OVR Rondalla, a string ensemble; listened to the Secretary of Labor, the Hon. Norberto Romualdez, Jr., sound the roll call of employers who employ handicapped workers; and were treated to "surprise numbers" by handicapped participants.

The program wound up with the awarding of Certificates of Merit to employers and the distribution of prizes to rehabilitated handicapped workers. Mrs. N. Baens del Rosario, Director of the Bureau of Workmen's Compensation, was Executive Chairman of the successful event.



Guest Editorial

Preparing the Handicapped for Employment

PERCY J. TREVETHAN

Executive Vice President

Goodwill Industries of America, Inc.

THE TOTAL job of rehabilitation of handicapped people so they can become productive, self-reliant and self-respecting members of the American community—as we in Goodwill Industries see it—breaks down into three parts. The first is treatment and education. The second part is the evaluation and conditioning of handicapped people for normal employment. The third is the acceptance of the handicapped in normal business and industry.

Goodwill Week—May 6–12, 1962
60th Anniversary Year of
Goodwill Industries

The 125 Goodwill Industries in the United States serve in the second area—that of preparing handicapped people for normal employment. Through testing, evaluation, work conditioning, on-the-job experience and counseling, Goodwill Industries seek to make handicapped men and women acceptable in the competitive working world.

We are aware that our job is highly important to both the individual handi-

capped person and to the prospective employer who wants tested and experienced help. The individual wants and needs good guidance and preparation, and the employer wants people who will give satisfactory service. We do our best to uphold our responsibility, and we know from what handicapped workers in Goodwill Industries can accomplish that many of them are capable workers.

Beyond the point of our responsibility, we need and must rely on people who will carry on the third part of the job of rehabilitation. We are in the middle between the pressures of the handicapped individuals who are medically rehabilitated and the ceiling of the number we can move along to normal employment.

We, therefore, can heartily join in the encouragement of employment of the handicapped in private commerce and industry. We do so on the basis of our own desire to serve as many people as possible, as well as from the standpoint of the handicapped person who wants and is able to work and live like anyone else.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE HANDICAPPED

Handicapped Relate Personal Experiences in New Book

Experiments in Survival. Compiled and edited by Edith Henrich; commentary by Leonard Kriegel. (New York: Association for the Aid to Crippled Children, 1961. 199 pages.)

"Julius will not become a butcher or a laborer." With this sparse message, written at a recuperation center behind the front during World War II, a grieving father is informed of his soldier son's major amputation. Without melodrama, without sentimentality, this low-pitched key is characteristic of the 33 unembellished narratives that comprise this book. Written candidly and realistically by physically handicapped people about themselves, about what it feels like to live with a handicap, each of these stories has an impact all its own.

Neither Julius nor the other 32 articulate authors of this book went on to become the Mayor of Boston or the President of the United States following the onset of his physical disability. They are quite ordinary people—the kind of moderately successful persons encountered in the everyday world—

but they are extraordinary in their frank appraisal and interpretation of their hopes, fears, problems, and disappointments in adjusting, functioning, and even surviving with a disability.

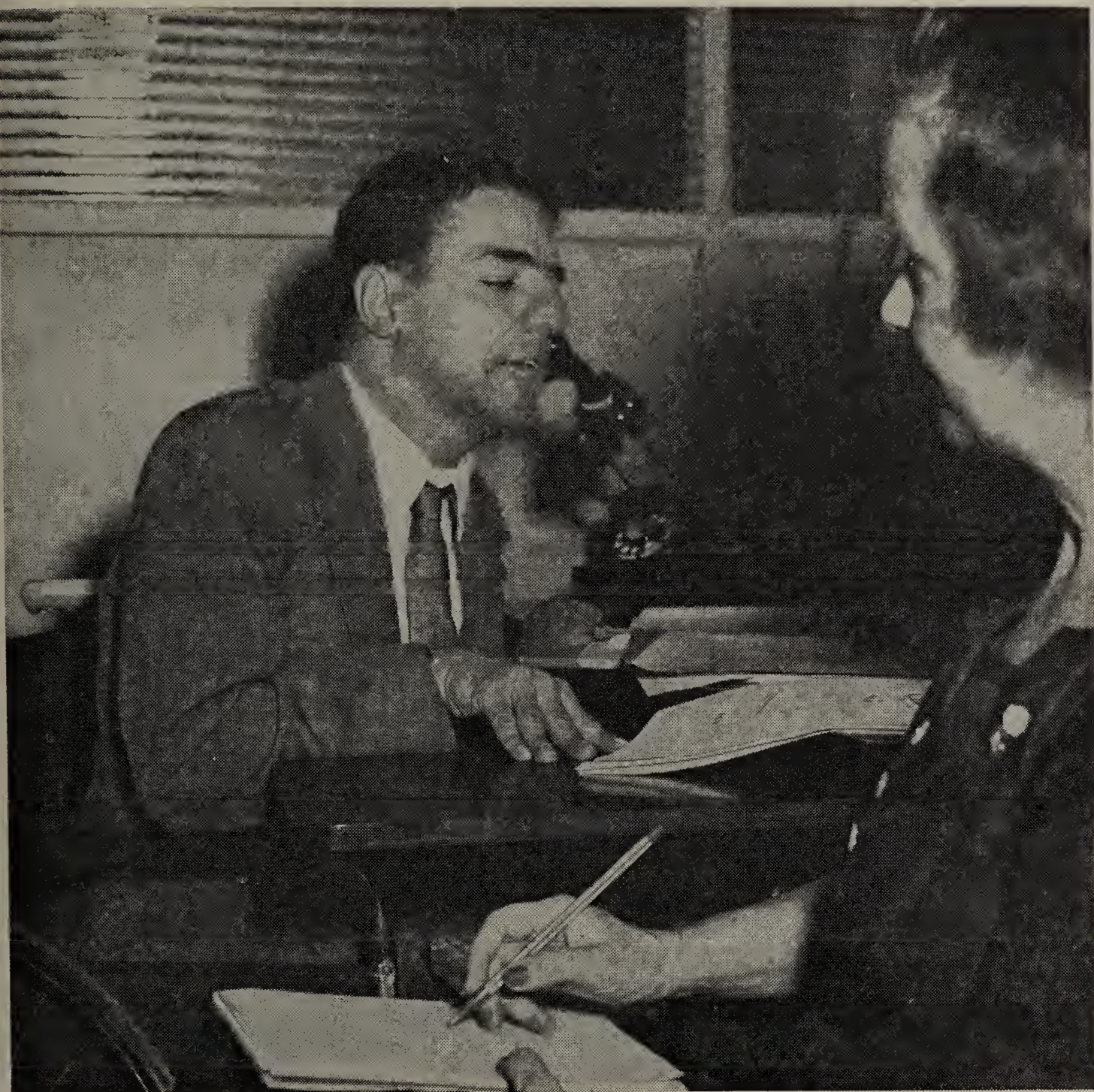
They do not "overcome" their disabilities in spectacular fashion, according to the conventional heroic image, but rather, each grimly acknowledges his limitations and learns through fierce determination to adjust his life to his handicap. The person of average capacity who is himself physically handicapped will therefore find more encouragement here than in reading an account of Helen Keller's or Franklin D. Roosevelt's accomplishments.

"To find yourself among strangers who have not shared your experiences is a wretched trial . . .," observed one contributor. To communicate and share these experiences is the purpose of this book. The reader will find that it is difficult to place these authors into a cliché-ridden artificial mold. The book is not the story of 33 handicapped persons; it is 33 stories of *persons* who happen to be handicapped.

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Performance

THE STORY OF THE HANDICAPPED



"Handicapped American of 1961"
Emik A. Avakian, Scientist

The President's Committee on Employment
of the Handicapped

JUNE 1962



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Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment of the Handicapped

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Executive Secretary

Vol. XII, No. 12.

June 1962

Lawrence T. Burdick, *Editor*

Edmond J. Leonard, *Managing Editor*

Leah Smuckler, *Associate Editor*

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Cover Photo: Emik A. Avakian at work. See story on page 1.

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Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Emergency Planning, and the Administrator of the General Services Administration.

Use of funds for printing this publication has been approved
by the Director of the Bureau of the Budget, June 11, 1959

Young Engineer Named Handicapped American of 1961

COURAGE and the determination to get the job done describes Emik A. Avakian, 38, who has been named by the President's Committee as Handicapped American of 1961.

Mr. Avakian is an inventor and supervisor of data communications systems development with the Teleregister Corporation of Stamford, Conn. (See cover photo.)

The Award goes to the person who, in the past calendar year, has surmounted his or her handicap to become a useful citizen and who has helped encourage, inspire, or facilitate the employment of other handicapped individuals.

Cerebral palsy has robbed Mr. Avakian of the use of his arms, hands, and fingers. He is unable to walk, although he does have very limited use of his legs, with which he can propel his wheelchair slowly backward. He speaks very slowly and with tremendous physical effort, his body twisting and straining as he forms each word.

Despite this almost complete breakdown of his own internal nerve communication system, he is an expert in the field of communication between men and machines. In his capacity as a unit leader at Teleregister, he is responsible for developing methods of getting information into and out of data processing machines.

Mr. Avakian was honored on May 10 at the Annual Meeting of the President's Committee in the Departmental Auditorium, Washington, D.C., where he received the President's Trophy, a

plaque made every year by the Institute for the Crippled and Disabled in New York City. Mr. Avakian was nominated for the award by the Honorable J. Walter Kennedy, Mayor of Stamford, and endorsed by the Connecticut Governor's Committee on Employment of the Handicapped.

Born in Teheran, Iran, of Armenian descent, Mr. Avakian was brought to this country by his parents when he was 11 years old. He showed his ability very early, for in his first year in elementary school he fulfilled the requirements of the first seven grades and learned English as well. What's more, by the time he was 13 he was applying mathematics and physics to problems of daily living, using his parents and other family members to turn his ideas into reality.

As so often happens with handicapped individuals, Mr. Avakian at first experienced difficulty in getting accepted by a college, despite the fact he graduated from Spalding High School, Chicago, Ill., with honors. But this did not discourage him. He was finally accepted by Eureka College, Eureka, Ill., where he received his bachelor's degree in 1948. He went to work for various companies and institutions; among other projects he designed simulating equipment for the teaching of switchboard operation to handicapped people at the New York State Rehabilitation Hospital. It was at that time that he patented and prepared a proposal for a microfilm in-

(Continued on p. 3)

President Kennedy Appoints Harold Russell Vice Chairman

PRESIDENT KENNEDY has appointed Harold Russell, past National Commander of the AMVETS, former Vice President of the World Veterans Fund, Inc., and Chairman of the Disabled Veterans Committee of the President's Committee, to be a Vice Chairman of the President's Committee.

Millions remember the 48-year-old double arm amputee, who is a resident of Wayland, Mass., for his Academy Award winning performance in the movie "Best Years of Our Lives."

But to countless others the name of Harold Russell has symbolized the unquenchable spirit of those handicapped as the result of combat injuries, accidents, or disease who have waged an uphill fight to rehabilitate themselves, enter gainful employment and become useful and tax-paying members of their community.

Moreover, the new Vice Chairman has travelled throughout the world, working with the World Veterans Federation, and inspiring men and nations to greater efforts for world peace and for rehabilitation of victims of war and persecution.

In addition, he has worked with the Treasury Department to spur the sale of Savings Bonds, The American Red Cross, The National Conference of Christians and Jews, The Anti-Defamation League of B'nai B'rith, and with the National Society for Crippled Children and Adults. Currently he is a member of the Board of Directors of CARE and on its Executive Committee



Harold Russell

and a member of the International Committee for Economic Growth.

Born in Sydney, Nova Scotia, January 14, 1914, Russell moved to Boston with his family at the age of six, following the death of his father. He attended public schools in Boston and Cambridge, graduating in 1933. After graduation he went to work for a grocery chain and rose to the position of store manager.

In February 1942 he entered the Army and volunteered for service with the paratroops. He qualified as a paratrooper instructor—attaining the rank of sergeant—and specialized in demolition and explosives. He made more than 50 jumps until an explosion cost him his hands.

Certainly this altered his career but Harold Russell was determined not to let the accident get him down. He has received many awards, including the

honor of being chosen by the Junior Chamber of Commerce as one of the Ten Outstanding Young Men of the Year in 1950.

Handicapped American

(Continued from p. 1)

formation system. He did this work on his own time and with his own resources.

In December 1950, he became a consultant for International Business Machines.

In 1952 Mr. Avakian received his master's degree from Columbia University. In January of that year he also went to work for the American Dictating Machine Corp. as chief engineer.

In December 1956, he joined the Teleregister Corp. as a systems engineer. One year later he was promoted to senior systems engineer and has been in his present post of unit supervisor since September 1959.

For his home use, Mr. Avakian has devised a knee-operated control panel to operate tape recorders, radios, lamps, and other electric equipment.

He has also devised an arm-operated telephone.

Despite his busy schedule, Mr. Avakian has done a great deal in business and community circles to promote employment of the handicapped. He has spoken to local industrial groups and has appeared on nationally televised programs.

In addition, he has been an active member of the United Cerebral Palsy Association of Westchester County, N.Y.

At the present time, Mr. Avakian is on the Board of Directors of Resources Unlimited, a national group devoted to organizing adult education classes and other activities where the physically handicapped and the non-handicapped participate jointly.

Mr. Avakian has authored several papers and articles on scientific subjects, including one titled "Cybernetics and Cerebral Palsy." He also holds several patents in the data processing field.

Mr. Avakian lives with his parents, Mr. and Mrs. Alexander Avakian, at 92 Juana Street, Crestwood, Yonkers, N.Y.

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Cartons for Worthy Causes

A. F. Engel (left), Paraplegics Manufacturing Co., Inc., inspects the first of the "Ability Counts" cartons. Center is George B. Hills, Jr., general manager, Chicago Corrugated Division, of the Stone Container Corp., and on the right is Polly Roughton, assistant midwest manager of the Advertising Council.



FOR the past several years, the Advertising Council has worked with the Stone Container Corp. of Chicago in the use of public service symbols on shipping cartons. In response to a customer's request who wanted shipping cartons imprinted with the hire-the-handicapped symbol, "Ability Counts," the President's Committee cooperated by furnishing the emblem to the Advertising Council.

Stone Container Corp. makes the dies and offers its customers cartons, imprinted free of charge, with the symbol of their choice. Surveys have indi-

cated that up to 1,100 persons may see a shipping container on its journey from container plant, to manufacturer, to distributor, to retailer, to consumer.

As a result, many public spirited corporation executives have added their choice of public service themes to the copy on their shipping containers.

Now that the die has been made up, and as other companies use the cog-wheel emblem on their containers, the President's Committee message will receive miles after miles of visibility along the trucking and commercial routes of America.

NOTICE TO READERS

Because of budget limitations, it will be necessary to combine the July and August issues of **PERFORMANCE**. You will, therefore, not receive your next issue until the middle of July.

"Lionhearts," "Game Guys," and "The Flying Dutchman"

THE students at Wingo High School, Graves County, Ky., are still whooping it up for their favorite classmate, 17-year-old Howard Herndon, Jr., who has been chosen "Game Guy of 1962." He was recently honored with a plaque at the annual dinner of the Kentucky High School Athletic Association in Louisville.

No wonder Kentucky high school coaches, principals, and others recommended him for the award. He has been pitcher and first baseman on the ball team, an umpire, a basketball player, student manager of his school's basketball team, an accomplished swimmer and table-tennis player, an outstanding basketball referee, an almost straight-A student, and a Science Foundation scholarship winner.

But these accomplishments were not what attracted the attention of the Flying Dutchman, pseudonymous author of a sports column of the same name, otherwise known as Charlie Vettiner, Jefferson County's Superintendent of Parks, Playgrounds, and Recreation. The Flying Dutchman has been handing out his Game Guy plaques since 1949. Each year one is given to the athlete who overcomes the greatest physical handicap to engage in sports. That's why Howard was judged the gamest kid in Kentucky.

Howard is the victim of a birth defect which resulted in severed nerves causing him to lose the use of his feet. His legs are sturdy, but his feet turn under at the ankles, causing him to

walk on the sides, rather than the bottoms of his feet. Despite this handicap, Howard managed to succeed in competitive sports, and become a shining symbol of gameness for other handicapped, whether they aspire to competitive sports or competitive employment.

The Flying Dutchman's Game Guy Program was spawned at a playground track meet when a young boy, paralyzed from his hips down as a result of polio, ran on his hands in a wheelbarrow race and won over other youngsters in spite of this handicap. This event caused the Flying Dutchman to feel that the boy's example of courage and determination would be an inspiration for other handicapped boys and girls if his achievement were publicized—so Bobby Kirchdorfer, the winner of the wheelbarrow race, became the first Game Guy and his story was told by radio and press.

Other physically handicapped young people did take notice. Their reaction was, "If one boy can do it, so can another." Through the Flying Dutchman column in the *Kentucky High School Athlete*, coaches, school leaders, and citizens as a whole were urged to work with these handicapped boys and girls. The idea caught fire.

The procedure now is for anybody in Kentucky working with these youngsters to inform the Flying Dutchman so that the courageous boy or girl can immediately be a winner. This young-

(Continued on p. 13)

Employers Urged to Translate Interest Into Action

THE visibility was 500 feet at Chicago's O'Hare International Airport, but close by at O'Hare Inn there was no limit to the vision of 200 delegates who were looking for ways of translating into action interest in the employment of the handicapped. The date was April 5; the occasion was the Fourth Annual National Meeting of the Employer Committee, representing 108 of the Nation's top industrial and business organizations, all members of the President's Committee.

"The growing roster of large and small companies which are giving the handicapped consideration in company hiring practices is encouraging," Richard Wagner, President of the Chamber of Commerce of the United States, told the delegates. "None the less," he cautioned, "the challenge ahead for further progress in this area is a real one, in urging many of the 4½ million companies in our country to explore further possibilities for using the talents and skills of the handicapped."

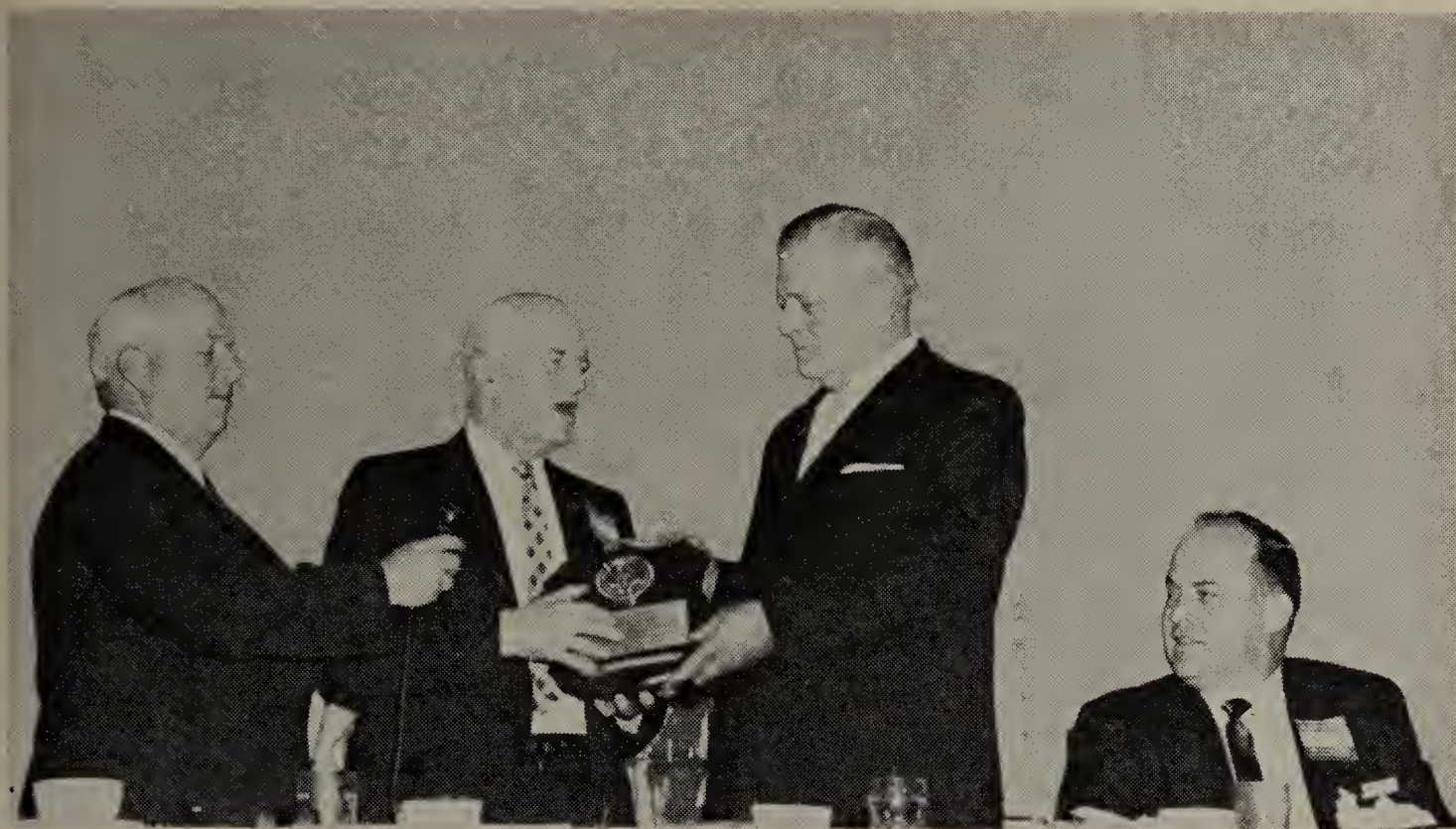
Mr. Wagner, who is Chairman of the Executive Committee of Champlin Oil & Refining Co., Chicago, minced no words in his address. Employers who believe in hiring qualified handicapped persons merely pay lip service to this principle if they don't follow through with concrete steps to provide job opportunities for disabled persons, he stated.

"Mere acceptance of the idea that handicapped persons can make good employees is a long way removed from

actually hiring them. And the boss who says that they should be hired but does nothing to make sure that employment opportunities are available to them, falls short of doing a good job," Mr. Wagner declared.

Sometimes, he pointed out, top company policy does not trickle down to foremen and supervisors, or to the plant physician and personnel director. "When the supervisors and foremen have been convinced that properly placed handicapped workers can be a help rather than a hindrance with respect to production, quality, and operating costs, this will be a long step toward achieving effective application of company policy," said Mr. Wagner. He pointed out that where the physical examination given all job applicants is so rigid that all but nonhandicapped job seekers are screened out, a number of companies have eliminated this roadblock by having the plant physician and personnel director study job operations and specifications to pin down exactly what physical qualifications are required for specific jobs. Pre-employment physical examination standards are then adjusted accordingly.

Another highlight of the luncheon meeting was the presentation of the "Employer of the Year" award by Maj. Gen. Melvin J. Maas, Chairman of the President's Committee, to Edward K. Foster, Vice President, The Bendix Corporation, Baltimore, Md. This award is sponsored by the National Association of Manufacturers. Mr.



Mr. Edward K. Foster (right), Vice President of Bendix Corporation, receives the "Employer of the Year" award from General Maas at the Fourth Annual Meeting of the Employer Committee held April 5 at O'Hare Inn, Des Plaines, Ill. Standing at the left is Richard Wagner, President of the United States Chamber of Commerce, the principal speaker. Seated is Dwight D. Guilfoil, Jr., who acted as host and chairman of the meeting. The award is sponsored by the National Association of Manufacturers.

Foster was the first recipient of this new award which gives national recognition to one employer in business or industry each year for outstanding service in facilitating the useful and suitable employment of handicapped persons. Of the four divisions of Bendix for which Mr. Foster holds primary executive responsibility, 700 of the 7,700 employees are handicapped.

Following the luncheon a panel explained to employers how to translate interest into action at the hiring level so that handicapped applicants for employment receive the consideration top policy wants them to have. The panel was moderated by Herbert R. Brown, President, Council of State Directors of Vocational Rehabilitation, Albany, N.Y. Panel members were Fletcher C.

Waller, Vice President for Organization and Personnel, Bell & Howell Co., Chicago; Seymour J. Burrows, Industrial Relations Director, Maremont Automotive Products, Chicago; and Dr. J. M. Staron, Medical Director, Electro-Motive Division of General Motors in LaGrange, Ill.

Host for the meeting was Dwight D. Guilfoil, President, Paraplegics Manufacturing Co., Inc., Bensenville, Ill. Cooperating in making arrangements were the Illinois Governor's Committee on Employment of the Handicapped, and members of the President's Committee residing in the Chicago area. Vincent P. Hippolitus, Director of Field Operations for the President's Committee, served as coordinator.

Trade Associations Can Employ The Physically Handicapped

By William C. Smith, Managing Director
Alabama Credit Union League

IT WOULD pay trade associations to look closely into employing a handicapped person. Trade associations like ours are constantly faced with two basic problems. The first is how to render more service to members, and the second is how to secure more income to do the job.

When our league found itself in the position of having to take time to complete tasks which really had no set production time, hiring a handicapped person turned out to be a partial solution to the problem.

In 1960 we employed George Weir in the position of staff assistant to take up the slack in the areas mentioned. George has been handicapped by cerebral palsy since birth. A native of Northport, Ala., he received his B.A. degree from the University of Alabama and his M.A. from Indiana University. He is the author of the booklet, "Government and the Handicapped," published by the University of Alabama.

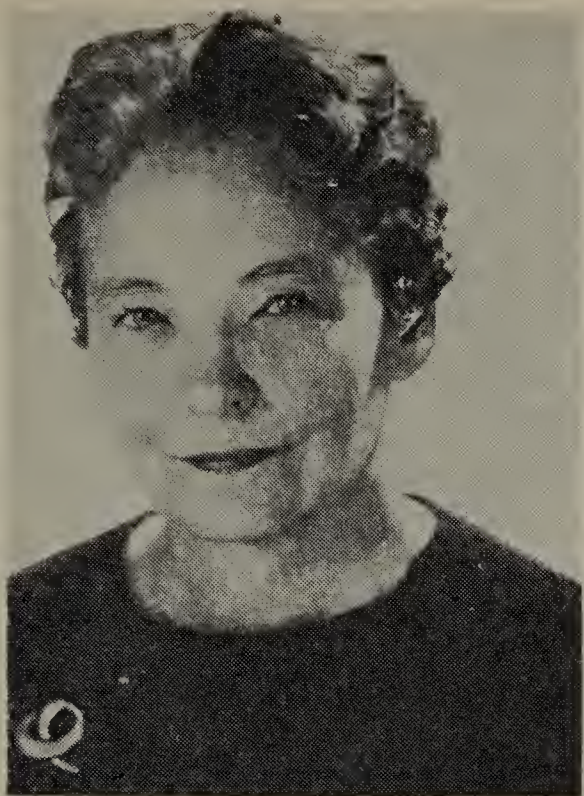
Most of the tasks assigned to George are time-consuming yet all could be pre-planned to fit into the schedule of our activities. Because of speech difficulties, he can't address service clubs, talk to businessmen's associations, or handle similar assignments, but he can prepare materials for others to use or to hand out to back up formal presentations.

After almost 18 months on the job, he has not only proven he is worth his pay, but he enjoys the respect of all our staff and of the affiliated credit unions with which he works.

We started him out writing news releases, supplying him the basic facts, and assigned him to write articles for our house organ. Gradually more responsibility was transferred to him, and in the first year he was made editor of our publication. Today he is responsible for most of the writing, layout, circulation of our monthly publication.

His speech presents no difficulty to other members of the staff. Occasionally he may have to repeat a word or two, but he is patient with all of us and we admire him for his perseverance. We suspect he is probably happier than he has ever been.

If the job has been good for George, it has been good for us. He has ably represented our league at conferences and training schools. He has passed his driving test and will soon be traveling this State on various research and writing projects assigned to him. Employing a handicapped person may not solve the problems of your particular association, but it is worth looking into judging from the experience of the Alabama Credit Union League.



Dr. Dorothy C. Stratton



Chloe Gifford

Women Organize To Help Committee

MAJ. GEN. Melvin J. Maas, USMCR Ret., Chairman of the President's Committee, has announced the appointment of Dr. Dorothy C. Stratton, of New York City, as Chairman of a new Women's Committee to promote employment opportunities for the handicapped.

Dr. Stratton has been an active member of the President's Committee for some time. She was formerly National Executive Director of the Girl Scouts of the U.S.A. and was Director of the U.S. Coast Guard's Women's Reserve during World War II.

General Maas has also named Miss Chloe Gifford, Director of Special Activities of the University of Kentucky, Lexington, Ky., and Past President of the General Federation of Women's Clubs, as Vice Chairman.

The objective of this new committee will be to utilize the talents of women

and women's organizations to carry out programs and projects which help handicapped to get jobs and to gain employer acceptance of these workers.

Dr. Stratton and Miss Gifford will work with Community and Governors' Committees; Federal, State, municipal, and private agencies, and other organizations concerned with the handicapped.

General Maas said: "Creating an employment climate for handicapped people requires the cooperation of professionals and volunteers in every community of the country. I feel that Dr. Stratton, with her unique experience in working with national organizations as a professional, and Miss Gifford's experience as president of the largest women's organization in the country will bring together the best talents of women's groups in combating this problem."

Progress Towards Vocational Restoration

By John Eisele Davis, Sc.D., Executive Director,
Association for Physical and Mental Rehabilitation

THE problem of vocational restoration of the physically and mentally handicapped is of paramount concern to the Association for Physical and Mental Rehabilitation.

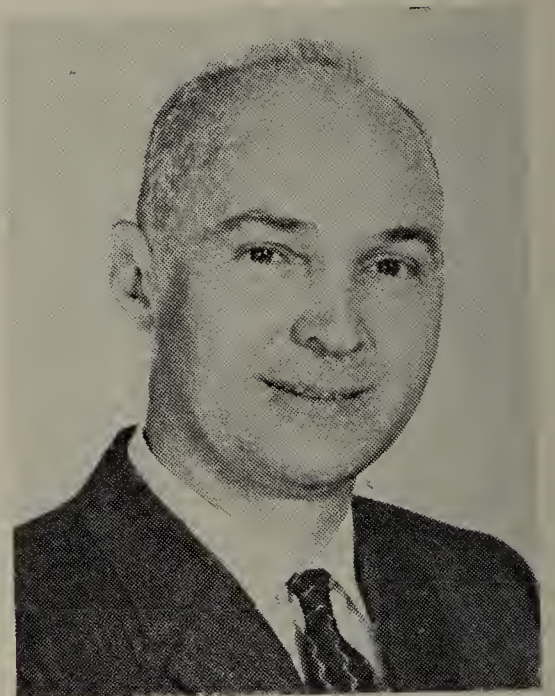
While the Association aims primarily to promote the use of medically prescribed exercise therapy and physical education for the disabled, it shares a common objective with those individuals and groups working toward the total rehabilitation of the handicapped into productive employment. While this objective is simple, easily visualized, and generally accepted, experience demonstrates that the problem, especially the reemployment of the mentally disabled, is far from simple. Its complexity challenges the efforts of all concerned with rehabilitation to combine their resources to meet the attack.

Especially in the hospitals and clinics of the Veterans Administration, corrective therapists and other paramedical groups who make up the membership of the Association for Physical and Mental Rehabilitation are continuously concerned with the problems of vocational restoration.

A typical program is illustrated at the Los Angeles, Calif., VA Hospital where special employment objectives are detailed for all patients undergoing rehabilitation. Intensive facilities are set up for all patients who can be employed at the local institution, full or part time, sheltered or competitive, in line with the individual's work interest

and tolerance. Cooperation is established with the National Rehabilitation Association, the President's and Governors' Committees' on Employment of the Handicapped, and many other community and national agencies. The corrective therapist, in addition to his other duties, assists with conventional tests to determine work capacity through special exercises which stimulate the expansion of energy in actual work situations.

There is another area, however, in which we believe the corrective therapist can assist in the reemployment of the disabled, particularly the emotionally disturbed and the mentally ill. This is the psychological. Corrective therapists accept the philosophy of complete rehabilitation as a dual process: (1) reestablishment of old skills, or the learning of new ones which have



Richard G. Fowler, President
Association for Physical
and Mental Rehabilitation

vocational significance, and (2) assistance in the discovery or creation of a niche of usefulness in the employment areas of the community. They realize, however, that there is a crucial stage concurrent with the treatment phase in the hospital. This is an area of emotional conditioning when the patient must be aided to break away from over-dependency and gradually build up the aggressive qualities necessary for job responsibility. In this area, the corrective therapist cooperates with the psychologist, social service workers and employment counselor while exploring exercise and play phenomena as psychological aids.

These specific objectives vary, of course, according to the medical prescription. They include strengthening exercises to determine work tolerance, and mobility evaluation to determine ability to get to and from the job and to stand for work requiring the upright position. Observations of the individual in activity situations often provides important clues as to his capacity for working with others and meeting the many interpersonal demands of a working world away from the sheltered walls of the hospital. This situation, well recognized in modern practice of rehabilitation, is especially evident in the case of the chronically ill who have potentials for a marginal vocational adjustment.

Following are some of the functions of the corrective therapist which appear to enter into the problems of vocational restoration:

1. Working in hospitals and clinics, he carries out work measurement studies along with the exercise regime and reports his findings to the physi-

cian and special committees set up to determine vocational interests and abilities.

2. He attempts to build up the psychological attitudes of the patient for vocational adjustment and attempts to carry out a specific program of socialization for the mental patient.

3. He provides activities for strengthening muscles and body processes concerned with the degree of physical fitness necessary for work.

4. He attempts to aid the patient in the prescribed activity program to build up attitudes through social interaction which will help him to feel more confident in the community.

5. He helps in bridging the gap between an acceptable adjustment in the hospital to the successful adjustment in the higher level of community life outside.

6. He accepts the modern philosophy of vocational restoration as an attempt to restore the whole individual to a status of worth, of dignity and independence, to a positive and productive status, accepted by and a part of the community.

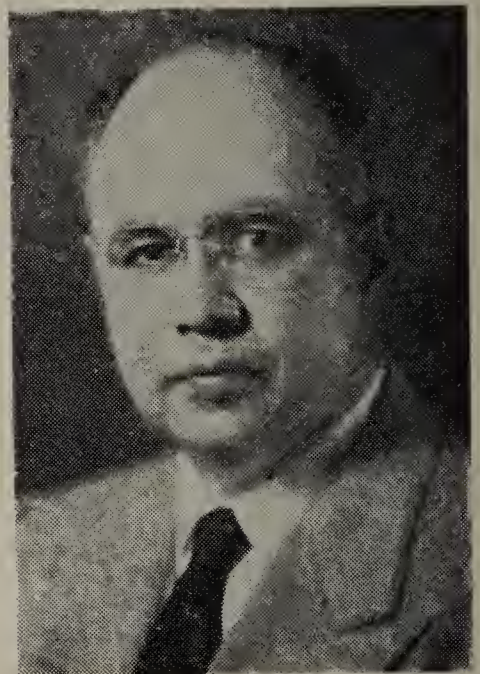
The progressive direction being provided by the President's Committee on Employment of the Handicapped and the impetus for rehabilitation as a national policy which has been generated by this democratically inspired effort is a source of the deepest gratification to our country and a fine example for the world at large. Along with a host of organizations, agencies, and individuals who have benefited by these efforts, The Association for Physical and Mental Rehabilitation is happy to be a part of the President's rehabilitation team.

Dr. Bravo Scores in Spanish for EPH

By Jack Leighton Rugh, Secretary
Los Angeles County Coordinating Council on
Employment for the Handicapped

FRANCISCO BRAVO, M.D., of the Bravo Clinic in East Los Angeles, Calif., has been concerned for many years with the medical, social, and economic problems of the large Spanish-speaking population in LA County.

Last year Dr. Bravo, a member of the California Governor's Committee, decided that it was time to promote interest in employment for the handicapped among over 1 million Spanish-speaking people who live in the Los Angeles—Long Beach—Orange County Labor Market Area.



Francisco Bravo, M.D.



The much talked about freeways radiating from Los Angeles cause many motorists to sit up and take notice of the passing scene. Here the thousands of commuters traveling east on the Santa Ana Freeway are given a thoughtful reminder to carry with them into their factories and offices. Credit for carrying out this novel publicity idea goes to Dr. Francisco Bravo, of the California Governor's Committee; Charles Lump, President, 48th District Agricultural Board; and Harry McGruder, Manager, Great Western Showgrounds, Los Angeles.

So Dr. Bravo contacted Les Malloy, President of Spanish Language Station Radio KWKW, where he received a sympathetic ear.

Subsequently, Dr. Bravo furnished KWKW with "Hire the Handicapped" spot announcements which were logged, as a public service, approximately 25 times a week during 1961! Here is a sample of the Spanish language programming:

ANNOUNCER: Dispone usted de una vacante en el negocio a su cargo? . . . Podria dar trabajo a una persona necesitada? . . . Le suplico de esa oportunidad a una persona incapacitada fisica pero parcialmente . . . Estas personas pueden desarrollar

cierta clase de trabajos con mayor eficiencia que muchas personas normales. Su rendimiento es excelente, su responsabilidad incomparable. Creame, usted se retribuirá con creces al emplear a una persona con algun impedimento fisico; una persona incapacitada parcialmente. Celabore con esta campana para dar trabajo a estas personas.

Radio Station KWKW broadcasts 24 hours per day in Spanish. We feel that Dr. Bravo has scored a direct hit among a large segment of the population of the Greater Los Angeles area which now hears a voice for the handicapped over the radio in their homes and automobiles.

"The Flying Dutchman" (Continued from p. 5)

ster is sent a small statuette proclaiming him a winner of the Lionheart Award, indicative of his courage. His local paper, radio, and sometimes television station publicize the achievement to encourage more young people to participate. Then, from among the lionhearted, when a Game Guy of the Year is chosen, about 800 participants at the banquet or assembly stand and applaud his receipt of a trophy.

So it is that the parade of "Game Guys" goes on and the inspiration they

The test of a man is the fight he makes; the grit that he daily shows; the way he stands on his feet and takes fate's numerous bumps and blows. A coward can smile when there is naught to fear, when nothing his progress bars; but it takes a man to stand up and cheer when some other fellow stars.

leave in their wake is immeasurable. Bobby Kirchdorfer, the first winner, is today manager of a large country club near Louisville. Oral Miller, who was Game Guy in 1950, is now an attorney in Washington, D.C. Dan Bosler, whose handicap was an amputated arm above the elbow, is in business in Louisville. Others are in college, in business, or in professional pursuits. They are still setting examples and still passing the Game Guy's test—

It's the knocks that you take and the jolts you get, the shock that your courage stands; the hour of sorrow and vain regret, the prize that escaped your hands—these test your mettle and prove your worth. It isn't the blows that you deal, but the blows you take on this good old earth, that show if your stuff is real.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE HANDICAPPED



Pat Fenton

Joins PC Staff

PATRICIA FENTON, magazine writer and publicist, has joined the staff of the President's Committee to carry out a public relations program with the Nation's trade papers, business publications, and house magazines.

Through these publications, directed mainly to management personnel in business and industry, the Committee hopes to reach the men and women who determine hiring policies and practices.

Formerly Senior Writer for Better Homes & Gardens, Des Moines, Miss Fenton has had extensive experience in New York City as Publicity Director for Binney & Smith Inc., manufacturer of Crayola crayons; as a reporter and feature writer for Haire Publications; and as news editor for Variety Store Merchandiser.

She has also done considerable free-lance work as a writer and publicity and promotion specialist for Remington Rand, National Carbon, the William Esty Co., the U.S. Information Agency, and various other organizations.

Mailing List

The Joint Congressional Committee on Printing requires that all mailing lists be revised annually. Within the next few weeks you will be contacted about PERFORMANCE. Please return the card which will be sent to you if you wish to continue receiving our publication.

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Performance

THE STORY OF THE HANDICAPPED



*Secretary of Commerce Hodges
and 1962 Contest Winners*

The President's Committee on Employment
of the Handicapped

JULY-AUGUST 1962



Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment of the Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Gordon M. Freeman, Victor Riesel
Harold Russell, Kenneth N. Watson
Vice Chairmen

William P. McCahill
Executive Secretary

Vol. XIII, No. 1. July–August 1962

Lawrence T. Burdick, *Editor*
Edmond J. Leonard, *Managing Editor*
Leah Smuckler, *Associate Editor*

Contents

Cover Photo: (Left to right) Ricki Graef, James L. Florey, Secretary of Commerce Luther H. Hodges, Mary Margaret Sharp, Charli Ann Harland, and Lynne Elz. See story on page 1.

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Photo Credits: Oklahoma Governor's Committee on Employment of the Handicapped; National Broadcasting Co.; George Shimmon Photographers, San Francisco, Calif.; U.S. Department of Labor; Marsh Photographers, Inc., Cincinnati, Ohio; and Hughes Aircraft Co., Culver City, Calif.

Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Emergency Planning, and the Administrator of the General Services Administration.

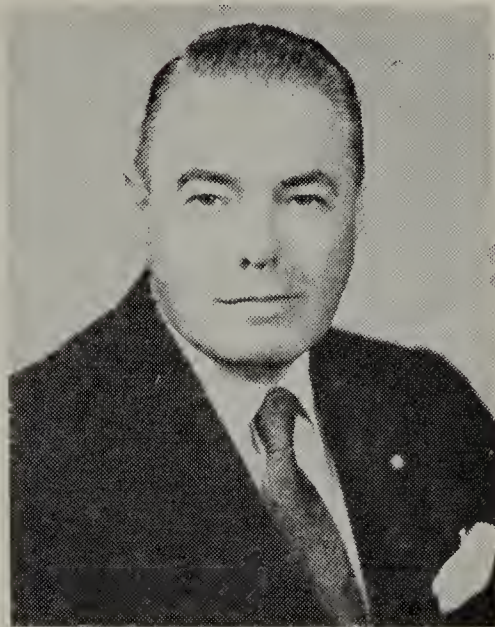
Use of funds for printing this publication has been approved
by the Director of the Bureau of the Budget, June 11, 1959

President Appoints New Vice Chairman

MR. KENNETH N. WATSON, of Washington, D.C., investment banker, broker, and member of the New York Stock Exchange, has been appointed by President Kennedy as a new Vice Chairman of the President's Committee. Mr. Watson is a partner in the large Washington securities firm of Jones, Kreeger and Company.

Maj. Gen. Melvin J. Maas, Chairman of the President's Committee, in commenting on Mr. Watson's appointment, said, "It is a real pleasure to have Ken Watson associated with the Committee. His wide business and commercial background brings to the Committee an experience which is invaluable in its informational work among our Nation's employers."

Mr. Watson's business career was interrupted by 13 years service in the



Kenneth N. Watson

Federal Government as a diplomat, Naval Officer, and civilian official. Following award of B.A. and LL. B. degrees from George Washington University, he held an executive position in a leading real estate, mortgage loan,

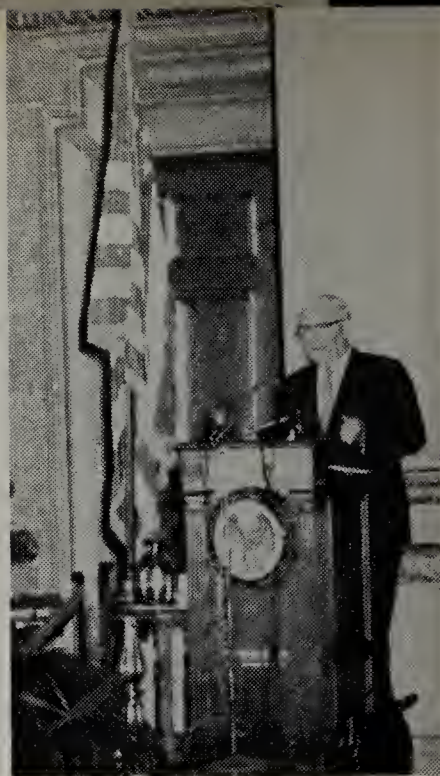
(Continued on p. 7)

Writers Reap Rewards

SECRETARY OF COMMERCE Luther H. Hodges presented the prizes to five thrilled high school students, this year's winners of the President's Committee's contest. Cameras flashed and the audience cheered as the students accepted their awards at the Annual Meeting of the President's Committee in the Departmental Auditorium. National prizes are contributed by the Disabled American Veterans. Transportation and expenses of the national winners and other State first-place winners are contributed by the AFL-CIO and its State Federations and Councils. Plaques to high schools of the five national winners are contributed by Mrs. A. B. "Dolly" Cohen, Cincinnati, Ohio.

Pictured on the cover are, left to right: *First-place winner* of \$1,000, Ricki Graef, Lawton High School, Lawton, Okla. (the Judge Robert S. Marx Award); *second place*, \$600, James Lewis Florey, Beloit Memorial High School, Beloit, Wis.; Secretary Hodges; *third place*, \$400, Mary Margaret Sharp, Parkersburg High School, Parkersburg, W. Va.; *fourth place*, \$300, Charli Ann Harland, Ontario High School, Ontario, Oreg.; and *fifth place*, \$200, Lynne Elz, Florida High School, Tallahassee, Fla.

Camera Captures Annual Meeting



“**B**IGGEST crowds ever.” That’s what they were saying about the 1962 Annual Meeting of the President’s Committee, held in Washington May 10 and 11.

More than 2,500 overflowed the Departmental Auditorium the first morning to hear Chairman Mel Maas, keynoter Dr. Leonard Mayo (a look back over 15 years of progress), Secretary of Commerce Luther H. Hodges (a look ahead), and David Brinkley.

That afternoon, the Willard Hotel’s Grand Ballroom was jampacked for a simulated Congressional Hearing. As if that wasn’t drama enough, also featured was a one-act play, “The Picnic Basket,” introduced by Ethel Barrymore Colt. It tells of the problems a

former mental patient faces when he returns to the workaday world.

The crowds poured into the Departmental Auditorium again Friday morning for a session devoted to “Rehabilitation: Gateway to Employment.” In the afternoon they filled the South Ballroom of the Willard Hotel to attend a shirt-sleeve session on “Overcoming Architectural Barriers.”

Thursday’s and Friday’s luncheons were packed to capacity, too. And the reception Thursday night . . . !

The camera has recorded these exciting events for Performance readers. Minutes of the Annual Meeting carrying the full proceedings will be available this fall. All those who attended will receive copies.



A portion of the overflow audience at the opening session.



Distinguished guests and participants are seated on the platform of the Departmental Auditorium during opening session of the Annual Meeting. Secretary of Commerce Luther H. Hodges is addressing the audience.

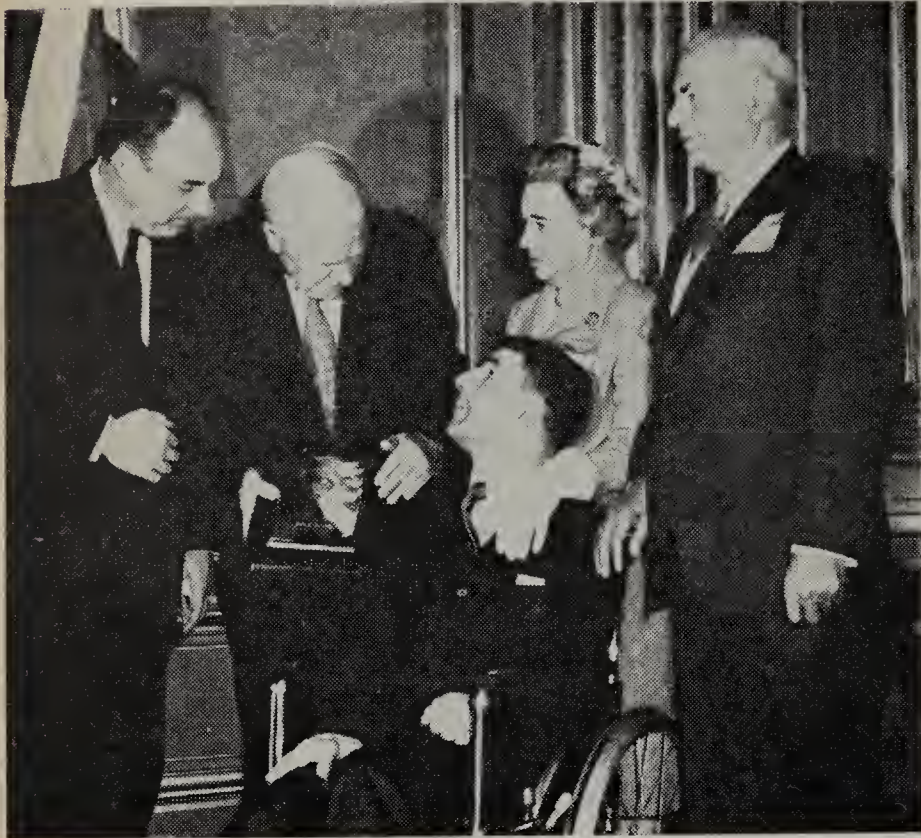
Mrs. Esther Van Wagoner Tufty, Tufty News Service, presides at opening session of Annual Meeting. Mrs. Tufty, a member of the Executive Committee of the President's Committee, was chairman of the Planning Committee for the Annual Meeting. Mrs. Tufty also presided at the Thursday afternoon session in the Willard Hotel.



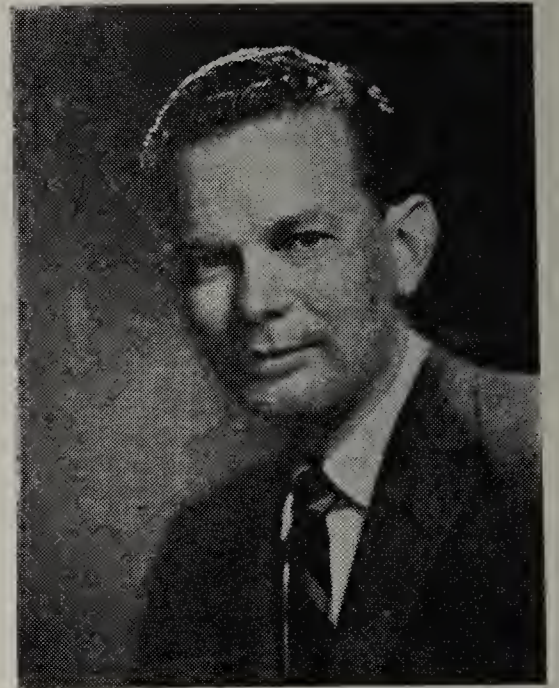
Dr. Leonard Mayo, Chairman, The President's Panel on Mental Retardation, gives keynote address at opening session, May 10.

Continued→

Annual Meeting (Continued)



David Brinkley



Emik A. Avakian, "Handicapped American of the Year," receives congratulations from Mayor J. Walter Kennedy of Stamford, Conn. (left), and Secretary of Commerce Luther H. Hodges, as his parents, Mr. and Mrs. Alexander Avakian, look on. Secretary Hodges is holding the President's Trophy which he presented to Emik in an impressive ceremony held in the Departmental Auditorium during the opening session of the Annual Meeting. Emik lives in Yonkers, N.Y., and works for the Teleregister Corporation in Stamford as a Unit Leader in charge of Data Communications Systems Development. David Brinkley of the National Broadcasting Co. delivered the "Monologue of Courage" in praise of Emik Avakian.

Kenneth E. Pohlmann, United Mine Workers of America Welfare and Retirement Fund, and member of the Executive Committee of the President's Committee, performs the Roll Call of States at opening session. Pennsylvania and Oklahoma had a big show of hands with over 200 registrants.





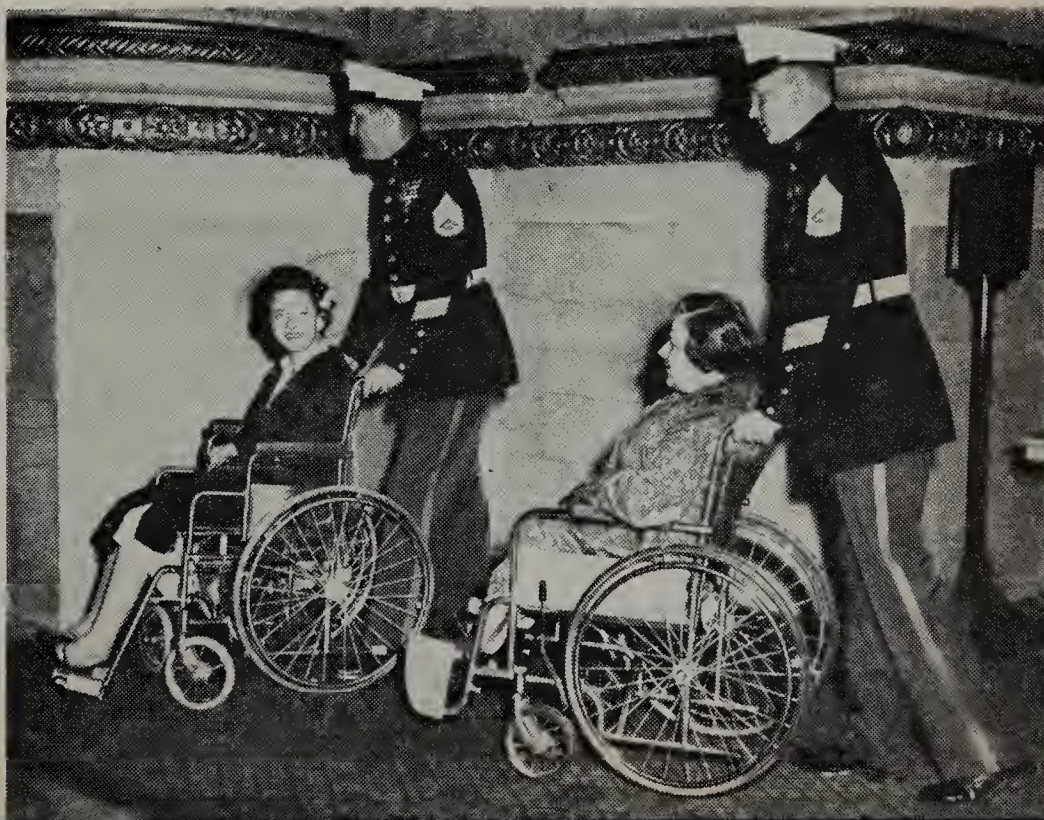
Speaking at the Women's Luncheon is Mrs. Arthur J. Goldberg, wife of the Secretary of Labor. Others at head table are (left to right): General Maas, Mrs. Moe Cudler, President, B'nai B'rith Women; Dr. Dorothy C. Stratton, Chairman, Women's Committee of the President's Committee; and Miss Sylvia Spencer, member of the Executive Committee of the President's Committee.

Raymond R. Leizer, Administrator, Human Resources Foundation, Abilities, Inc., entertains delegates at an informal luncheon in the Occidental Restaurant, Thursday noon.



Annual Meetings would not be complete without the Marines. Not only do they provide part of the musical program, but also the strong arms to assist these attractive wheelchair delegates.

(Continued on page 8)



S.S. *Hope* Carries Prosthetic Supplies To Needy Nations

AS a result of cooperative activities of U.S. public, voluntary and professional associations concerned with rehabilitation, over 15,000 used but serviceable artificial limbs and braces have been shipped to other nations where such items are in short supply.

Known as the Prosthetic Supply Project of the Committee for the Handicapped of the People-to-People Program, the project is cooperatively administered by the Committee; the World Rehabilitation Fund; the Veterans Administration; the Office of Vocational Rehabilitation, Department of Health, Education, and Welfare; CARE; Catholic Relief Services, National Catholic Welfare Conference; Church World Service; and the American-Korean Foundation.

In explaining the project, Dr. Howard A. Rusk, president of the World Rehabilitation Fund, a member of the Committee for the Handicapped, and director of the Institute of Physical Medicine and Rehabilitation, Bellevue

Medical Center, said, "Few persons can really understand the significance of this project unless they have visited countries where braces and prostheses are not available. Because of it, there are probably 12,000 disabled people who are now walking who otherwise would not be."

At a recent luncheon during the International Seminar on Vocational Rehabilitation held in Washington, Earl Bunting, Chairman, People-to-People Committee for the Handicapped, paid high tribute to Dr. Rusk and Eugene J. Taylor of the World Rehabilitation Fund for their tireless and efficient efforts to handle all arrangements for pick up and delivery of the supplies.

No attempt is made to fit artificial limbs and braces as they exist to amputees and paralyzed persons. Instead the devices are dismantled and the parts are used to reassemble prostheses and braces following the prescription of a physician. For this reason, supplies are shipped only to nations where prosthetists and bracemakers are available.

The first major shipment consisted of 2,000 devices, which the S.S. *Hope* carried with it to Indonesia and other Southeast Asian countries on its first mission. A similar shipment of 10,000 pounds of devices was carried

Ten of these wheelchairs are making their way to Salaverry, Peru, courtesy of the Wheel Chair Club of Wilkes-Barre, Pa. The chairs were donated to the Committee for the Handicapped by Mrs. Paul Bedford, founder and president of the club. The Committee then arranged for the chairs to be transferred to the S.S. *Hope* for use on board during its 9-month stay in Latin America. After the ship completes its training mission, the chairs will be given to Peruvian hospitals or handicapped individuals.



by the ship when it embarked early in May for Peru, where it will work with the new University of Trujillo Medical School about 300 miles north of Lima. This shipment comes from Army and Navy surplus medical stocks. Also included in supplies sent to Peru via the S.S. *Hope* were 10 wheelchairs donated recently by the Wheel Chair Club of Wilkes-Barre, Pa.

Contributions to the project have come from local chapters of national voluntary agencies, hospitals, rehabilitation centers, public health agencies, schools for the handicapped, individuals and the orthotic and prosthetic industry. A number of manufacturers of prosthetic and orthotic components have made sizeable contributions of new supplies.

To date, shipments have been made to Bolivia, Brazil, Chile, Colombia, Costa Rica, Ecuador, Egypt, Greece, Haiti, Honduras, India, Iran, Israel, Korea, Lebanon, Nicaragua, Peru, the Philippines, Poland, Turkey, and Yugoslavia.

Organizations and individuals wishing to make contributions can secure information from the Committee for the Handicapped, People-to-People Program, 1218 New Hampshire Ave., NW., Washington, D.C.

Kenneth N. Watson

(Continued from p. 1)

and insurance company in Washington. In 1934 he joined the National Recovery Administration as an attorney, later moving to the Federal Trade Commission, where he investigated and prosecuted anti-trust cases.

From 1941 to 1943 he was employed in various executive capacities in the War Production Board.

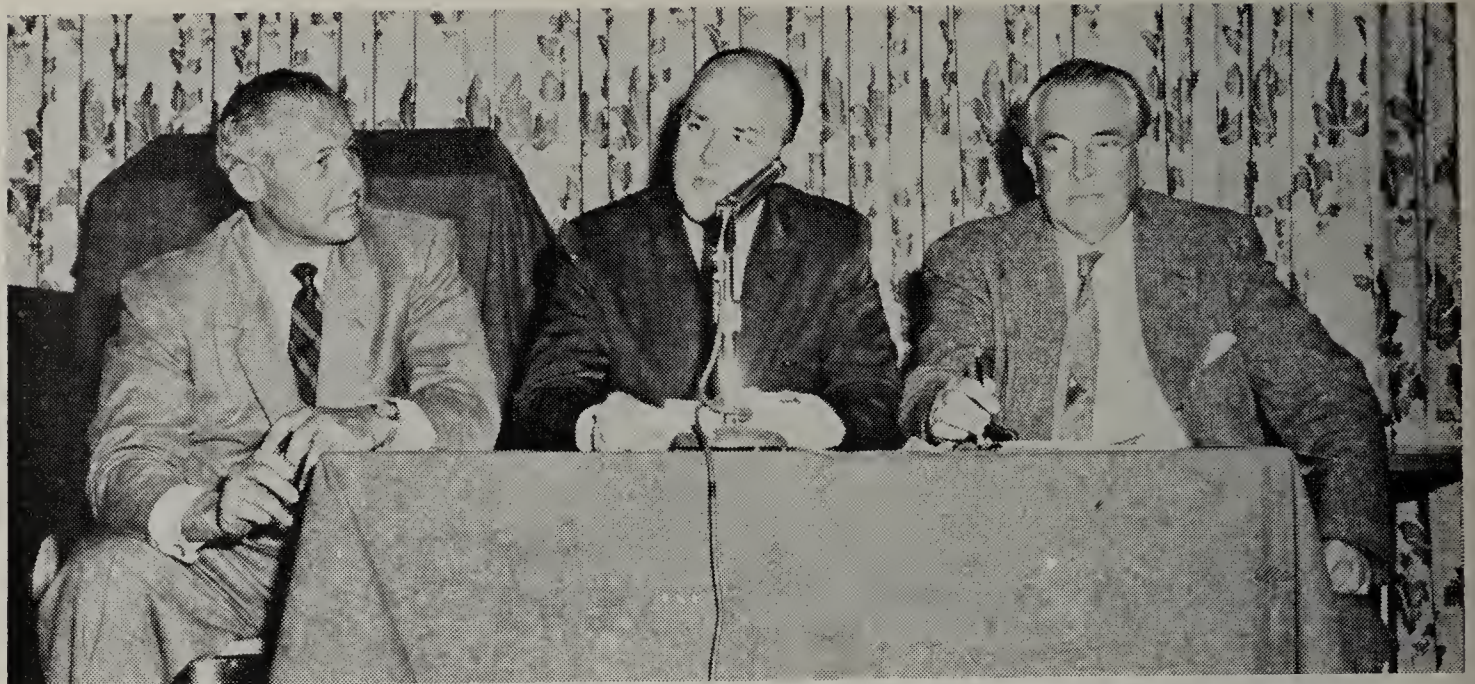
During World War II, Mr. Watson was assigned to the Executive Office of the Secretary of the Navy for 2 years. From 1944 to 1947 he was Assistant Naval Attaché and Naval Air Attaché in the U.S. Embassies in Colombia and Panama, with special duties as political and legal adviser to the United States Embassy in Colombia. He previously saw foreign service with the War Production Board where, in 1942, he served as sole representative of the Board and the Combined Chiefs of Staff on the U.S. Technical Mission to Brazil to report on the economic, financial, and industrial problems of Brazil.

From 1947 to 1953, Mr. Watson was engaged in private law practice in Washington, New York, and Europe, with emphasis on Federal and international tax matters and foreign trade.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

ARTICLES MAY BE REPRINTED WITH OR WITHOUT CREDIT. PHOTOS ARE AVAILABLE UPON REQUEST; GIVE CREDIT WHEN INDICATED.

Annual Meeting *(Continued from page 5)*



A simulated Congressional Hearing was held as part of the Thursday afternoon session. Conducting the hearing are (left to right): Congressmen Robert H. Michel (Illinois), Melvin R. Laird (Wisconsin), and Winfield K. Denton (Indiana).

On Thursday afternoon the three actors below gave an inspiring performance in "The Picnic Basket," a one-act play concerning the mentally handicapped. Miss Ethel Barrymore Colt (right), famous actress, introduced the play.



Mrs. A. B. "Dolly" Cohen of Cincinnati, Ohio, contributes the plaques which are presented to the high schools of the five national winners in the writing contest.



Stephen J. Nicholas, Chairman of the Student Competition Committee of the President's Committee, poses with this year's winners.



Oklahoma delegation celebrates Ricki Graef's victory.

Annual Meeting

(Continued from p. 9)



Mr. Harold Russell (left), a Vice Chairman of the President's Committee, presided at the Friday morning session devoted to "Rehabilitation: Gateway to Employment." Mr. Russell also gave the Report of the Executive Committee. Following an address by Dr. Howard A. Rusk (right), Director, Institute of Physical Medicine and Rehabilitation, New York City, demonstrations were presented.



The first demonstration was a panel on "Automation and Space Medicine Techniques for Research with Disabled and Retarded Workers." Participants pictured above, left to right: Eugene J. Taylor, Adjunct Associate Professor, New York University, *chairman*; Henry Viscardi, Jr., President, Abilities, Inc.; Dr. Corsan Reid, Director of Research, Human Resources Foundation, Abilities, Inc.; and Hans Kroboth, Director of Engineering Research, Abilities, Inc.

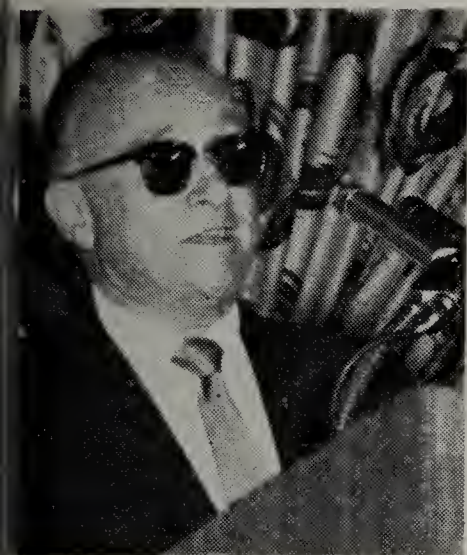
The second demonstration (pictured below) was "Teaching the Blind to Transliterate Spoken Russian," presented by Dr. Leon E. Dostert (far right), Director, Machine Translation Research and Language Projects, Georgetown University, Washington, D.C. Participating are, left to right: Professor Dimitry Schulgin of Georgetown University and his blind students, Edwin Andrews and Patricia Horton.



Mr. Earl Bunting, Chairman of the Committee for the Handicapped, People-to-People Program, presided at the International Luncheon on Friday afternoon.



Mr. Victor Riesel, syndicated columnist, and a Vice Chairman of the President's Committee, was principal speaker at the International Luncheon. Mr. Riesel spoke on "People and Places Around the World: A First-Hand View."



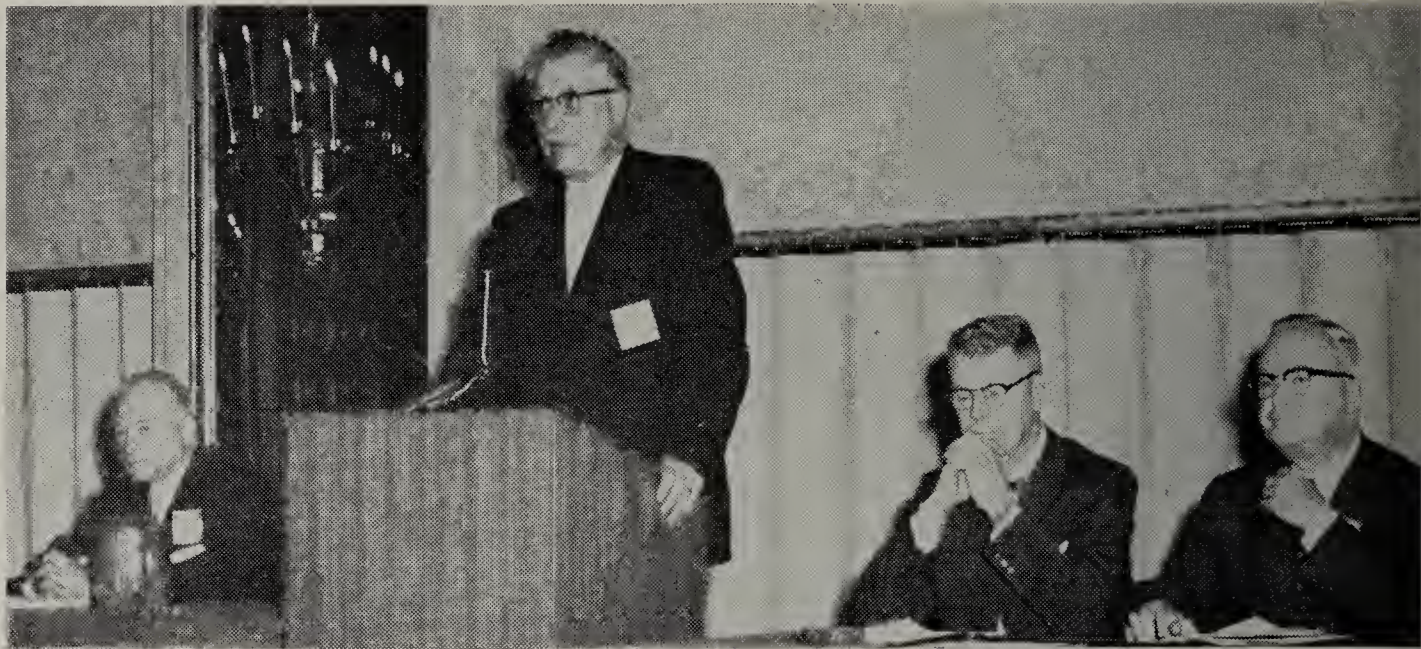
General Maas presents Committee's highest honor, the Distinguished Service Award, to Albert D. Lasker, one of the world's leaders in the battle to eradicate disease and disability. With her late husband, she established the Albert and Mary Lasker Foundation which carries on philanthropic activities in the fields of medical research, public health, and other areas of human welfare.



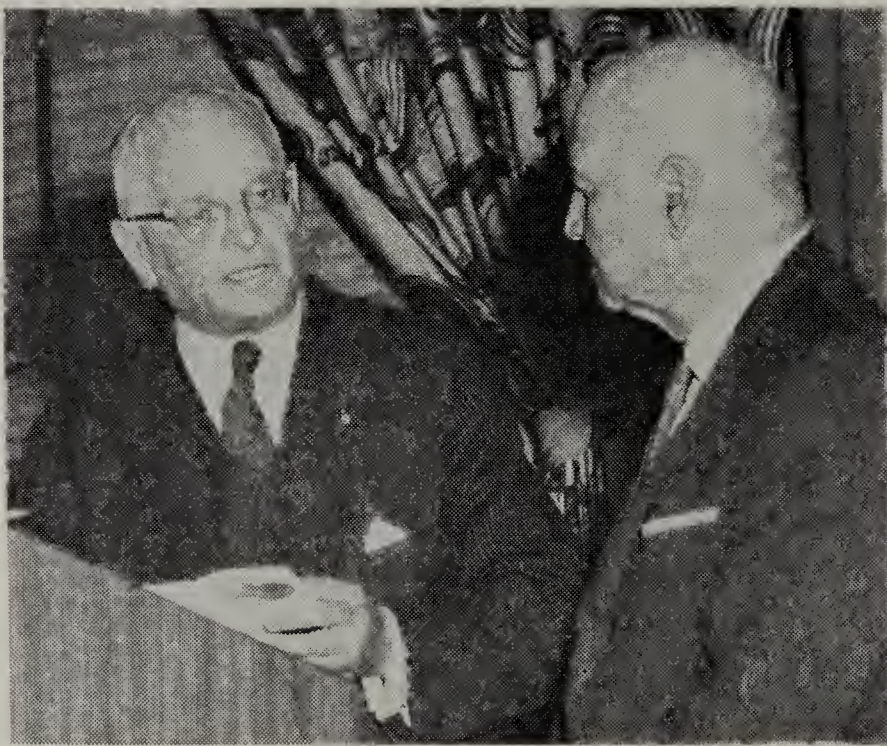
Dr. Dorothy B. Ferebee, Medical Director of the University Health Service at Howard University, Washington, D.C., presents the Girl Scouts of the U.S.A. Award to the International Society for Rehabilitation of the Disabled. Dr. Donald V. Wilson, Secretary General of the Society, accepts the award.

Continued—>

Annual Meeting (Continued from p. 11)



A stimulating panel discussion, "Overcoming Architectural Barriers," was held Friday afternoon. Participants were (left to right): *Speaker*, Edgar J. Forio (seated), Senior Vice President, The Coca Cola Co., Atlanta, Ga., and Trustee, National Society for Crippled Children and Adults; *moderator*, Leon Chatelain, Jr., FAIA, Past President, American Institute of Architects; and *discussion motivators*, Cuthbert Salmon, AIA, Head, School of Architecture, Oklahoma State University, Stillwater, Okla.; and Arthur F. Trebilcock, The Borden Co., Milwaukee, W.

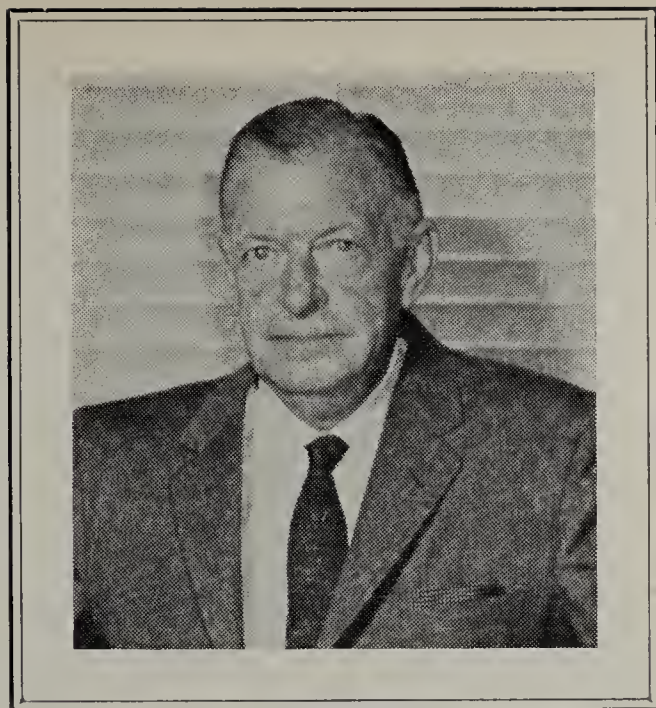


Mr. Mark Bortman, Chairman of Chairmen of the People-to-People Program, presents a mounted "Peace Dollar" Award to General Maas as a testimonial of the General's contribution to international peace and understanding.

Plan Now To Attend 1963 Annual Meeting.
The Dates Are May 9 and 10.

A Great Loss to the President's Program

Justin Johnson



THE best measure of a man's life and of its meaning can be found, perhaps, in the sense of loss and dislocation felt by those lives that he touched. The death of California's Justin Johnson in Washington on the eve of the 1962 Annual Meeting has left many an unfilled void in the national program for employment of the handicapped.

During World War II, movie producer Howard Hughes started the program of employing handicapped at Hughes Aircraft as a humane gesture, but with Justin Johnson heading the program, it soon turned out to be good sense and good business. Many thousands of physically handicapped were added to the payroll at Hughes Aircraft and elsewhere. Mr. Johnson pioneered in this movement and subsequently was named chairman of the California Governor's Committee.

As chairman, from 1956-1961, Mr. Johnson criss-crossed the country assisting the State, local and regional committees on employment of the handicapped. There was shock and disbelief in faces from all over the country when his death was announced from the platform at the opening session. It came as a particular blow to the President's Committee, the California Governor's Committee and the Los Angeles Mayor's Committee. He was also very close to the program of the Blinded Veterans Association. Nearly all the blind BVA members knew him as a personal friend and many had entertained him in their homes.

Perhaps his biggest contribution to the handicapped was "Employees Only" the NEPH film produced by Hughes Aircraft which became the official film of the Committee, following its premiere, September 19, 1958, at the Motion Picture Association in Washington. Narrated by Actor Bob Cummings, it had a fabulous impact across the country.

Mr. Johnson was a graduate of the University of Minnesota where he majored in music. He was a professional violinist for a number of years in Hollywood where he played in studio orchestras.

In 1961 he was named to the President's People-to-People Committee for the Handicapped. He was Public Relations Chairman of the Western College Placement Association, Past President of the Culver City Chamber of Commerce, member of the Santa Monica City College Advisory Board, Board of Governors of Goodwill Industries of Los Angeles, and member of the National Association of Sheltered Workshops.

He was 58 at the time of his death. His widow, Mary, lives at 7912 Ventura Canyon Ave., Van Nuys, Calif. He was buried in Forest Lawn Memorial Park, Hollywood, Calif.

General Maas said, "Justin Johnson's work reflected great credit on the President's Committee and on Hughes Aircraft, the firm he represented. He will always be remembered by the handicapped and by the many groups who serve them."

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE HANDICAPPED



1962 OUTDOOR POSTER

THE Outdoor Advertising Companies and the Advertising Council once again have made it possible for the hire-the-handicapped message to travel across the land. The above poster will be displayed during the month of August.

Moving Film Tells of Progress in Rehabilitation

“TO LIVE AGAIN,” a new film sponsored by the Office of Vocational Rehabilitation, which tells the story of progress in vocational rehabilitation over the past 15 years, is currently having premiere showings in all the States across the Nation.

Professionally produced, and using an all-star cast of screen, stage, and television performers, the film narrates the career of a young rehabilitation counselor who is prodded into rehabilitation work by one of the early pioneers. The story's theme—interwoven with a heart-warming thread of romance involving a polio paraplegic girl—unfolds the tremendous effort by government and science to help the handicapped reclaim the desire and ability “To Live Again.”

Bookings for this 28½ minute, 16mm., color or black and white film, ideally suited for both television and live showings, can be arranged through Modern Talking Picture Service, 3 East 54th St., New York 22, N.Y.

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Performance

THE STORY OF THE HANDICAPPED



1962 NEPH Week Poster

The President's Committee on Employment
of the Handicapped

SEPTEMBER 1962

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UNIVERSITY OF ILLINOIS



Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on
Employment of the Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Gordon M. Freeman, Victor Riesel
Harold Russell, Kenneth Watson
Vice Chairmen

William P. McCahill
Executive Secretary

Vol. XIII, No. 2

September 1962

Lawrence T. Burdick, *Editor*

Edmond J. Leonard, *Managing Editor*

Leah Smuckler, *Associate Editor*

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Photo Credits: Roland Marechal, Woonsocket, R.I.; Merkle Press, Washington, D.C.; U.S. Department of Labor; and P. J. Giudice, Chicago, Ill.

Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Emergency Planning, and the Administrator of the General Services Administration.

Use of funds for printing this publication has been approved
by the Director of the Bureau of the Budget, July 5, 1962

1962 Regional Meetings Start Coordinator Trend

THE five 1962 regional meetings of the President's Committee just concluded were marked by a growing trend toward greater participation by the Coordinators for the Handicapped. There are now more than 3,000 in the Federal agencies alone. It is probable that the 1963 series of regional meetings will have full scale tie-in meetings of the Coordinators in the region as part of the regional meeting, just as is now the case with Employment Security and in some cases, NRA meetings.

New England States Regional Meeting, Providence, R.I., June 7-8.—All Coordinators in the six New England States received invitations from Governor John A. Notte, Jr., and many were in the audience when the six New England States joined in paying tribute at a banquet honoring Congressman John Fogarty for his contributions to the handicapped for the past two decades. Governor Notte called Mr. Fogarty one of the Nation's great humanitarians, and General Maas, who presented Mr. Fogarty with the President's Committee Citation for Meritorious Service, said that he knew of no other single person who in two short decades had done more for the handicapped than had Mr. Fogarty. Mr. Fogarty is Chairman of the House Appropriations Committee in Washington.

The theme of the Providence Meeting was "Uniting to Serve the Handi-

capped." The opening session "The Expectations of the President's Committee and the Accomplishments of the Governors' Committees" was chaired by John F. Lannon, Industrial Relations Manager, U.S. Rubber Company.

An Employer Luncheon "Everyday Experiences in Employment of the Handicapped" was chaired by Harold Stanzler, Host Chairman of the Regional Meeting and Personnel Director of Collyer Insulated Wire Company. Film showings included "Biggest Bridge in Action" presented by Charles H. Hewett, Mutual of Omaha, and "Who's Handicapped," the U.S. Air Force film.

The closing session on Friday was on "Training and Retraining of the Handicapped Worker." Featured were Louis Levine, Director of the USES and Kenneth Merrille of the Goodwin Technical School, New Britain, Conn. Presiding was Armand H. Cote, Director of the Rhode Island Employment Security Agency. This session and the open forum discussion it generated were of great interest, and more than 150 were still on hand when the regional meeting adjourned.

The New England Regional Meeting arrangements were handled by Fredric L. Walsh, Secretary of the Rhode Island Governor's Committee.

North Central States Regional Meeting, Fargo, N. Dak., April 24.—There is a "crying need for ac-

tion" in creating more jobs for the handicapped in agriculture, stated two principal speakers at the Hotel Gardner. More than 450 persons from North Dakota, South Dakota, Nebraska, Kansas, Missouri, Iowa, and Minnesota heard President's Committee Chairman Melvin J. Maas and Assistant to the Secretary of Agriculture Byron G. Allen urge greater effort to rehabilitate and employ the many agricultural workers disabled each year in farm accidents.

Other Regional Meeting highlights were a panel discussing job opportunities for the handicapped in white collar, retail trade, and industrial fields in the North Central State area, and a panel taking up the present and future employment prospects of the mentally restored and the mentally retarded. Both panels stressed that if the handicapped (physically or mentally) were considered on an individual basis, with attention paid to their individual strengths and abilities, their employment prospects would brighten considerably.

General Chairman for the meeting was Theodore T. Loy, former Chairman of the North Dakota Governor's Committee, with Walter Ongstad, Executive Secretary of the North Dakota Committee, serving as General Secretary.

Pacific-Southwest Regional Conference, May 15-16, Phoenix, Ariz.—Delegates from Arizona, California, Hawaii, and Nevada were greeted by Mayor Samuel Mardian of Phoenix and Arizona Governor Paul Fannin at the Ramada Inn. Three successful panel sessions dealt with employer policies in employing the handicapped, some problems in employing

the mentally restored, and breaking down architectural barriers. Toastmaster at the Employers Dinner was George Chandler, President of the Screen Actors Guild, Hollywood, with William Hopkins, Chairman of the California Governor's Committee presiding.

The keynote address was given by George Richroath, Vice President for Manufacturing, Sperry Gyroscope Company, Great Neck, N.Y. William F. Roselius, Chairman of the Arizona Governor's Committee served as General Chairman of the conference; Rufus Coulter, Area Personnel Director, Motorola, Inc., was Honorary Chairman; and Henry T. McNamee, Secretary of the Arizona Governor's Committee, was General Secretary.

North Pacific-Mountain States Regional Meeting, June 14-15, Idaho Falls, Idaho.—Governors' Committees from Alaska, Idaho, Montana, Oregon, and Washington met at the Rogers Hotel. The Chairman of the Alaska Committee led an 18-man delegation to the conference via National Guard plane. Of particular interest at this meeting was the premier of the new PC film, "Wynona Comes to Washington," the motion picture account of Idaho's first-place national winner in the annual writing contest.

The keynote address following Idaho Falls Mayor W. J. O'Bryant's welcome was given by K. Vernon Banta, Deputy Executive Secretary of the President's Committee, who represented Chairman Melvin J. Maas. Luncheon addresses were given by Maurice Warshaw, President of Grand Central Stores and Chair-

(Continued on page 11)

Portrait of a Good Businessman in Action!

By Ruth M. Eddy, Public Relations Specialist
Rhode Island Department of Employment Security

ROLAND MARECHAL started in by "hiring the handicapped"—and he hasn't stopped since. His company enjoys an excellent insurance record . . . and his total employment has quadrupled during 6 years of operation.

That's a portrait in miniature of Roland C. Marechal, 38-year-old president of Marechal Detective Service, Woonsocket, R.I.

But this picture needs enlarging, to bring out the details of Marechal's activities in behalf of the handicapped.

Following his U.S. Army discharge in 1945, Marechal tried several different kinds of work. For a period of 7 years, he was associated with a detective service in Woonsocket. When that company dissolved in 1955, Marechal decided to launch his own plant protection firm.

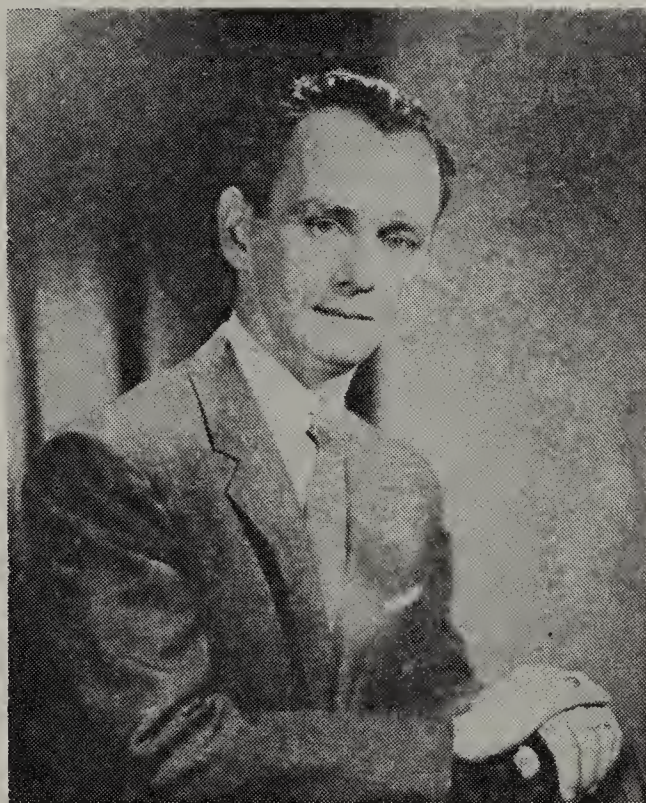
The company's major activities are industrial plant guarding, night roving security patrol, and investigation. Although located in the northern section of Rhode Island—the Blackstone Valley area—Marechal has contracts for his industrial detective services throughout the State.

In addition, Marechal operates an ambulance service for the public and industry of the Blackstone Valley area.

Marechal works closely with the Woonsocket office of the Rhode Island State Employment Service. All job orders are placed with the Employment Service, and the company welcomes job

solicitation for handicapped applicants. Selection of workers is based on ability, reputation, and character of the individual. There is equal opportunity for transfer and promotion.

Employees have an opportunity for four-step advancement: from guard to senior guard . . . sergeant of guard . . . captain of guard . . . to chief guard.



Roland Marechal

In May 1957, Marechal received an Employer's Award of Merit from the Rhode Island Governor's Committee on Employment of the Physically Handicapped. At that time, he employed a total of 25 workers, 80 percent of these in the physically handicapped and older-age categories.

As of February 1962, Marechal's total employment had reached the 100

mark, with very little difference in the percentage of physically handicapped and older-age workers.

"Most physical handicaps do not interfere with a man's ability to do our type of work," Marechal reports. "In our activities, very little physical effort is involved, and there is no heavy lifting. The main job of our security men is to maintain a vigilance, and to summon help when necessary."

Contrary to television dramas, Marechal says, gunfights, robberies, and impersonations are *not* a common occurrence in the security detective business.

The largest number of physically limited employees at Marechal are men who have had some type of disabling back injury. Placement people are familiar with the fact that this type of handicap is one of the most difficult to place in suitable work.

"These men look fine in uniform, and their physical limitations do not limit them in our work at all," Marechal points out. "Our insurance record has been excellent."

A former employee who was a double leg amputee checked gate traf-

fic from a wheelchair. A gate guard who is currently employed has arthritis and asthma.

Other handicapped workers presently employed by the detective service include cardiacs, hand and finger amputees. "These men do very well in roving security patrol work," Marechal states.

As a precaution against accidents, Marechal places cardiac workers as one of a team when two men are required for a particular job.

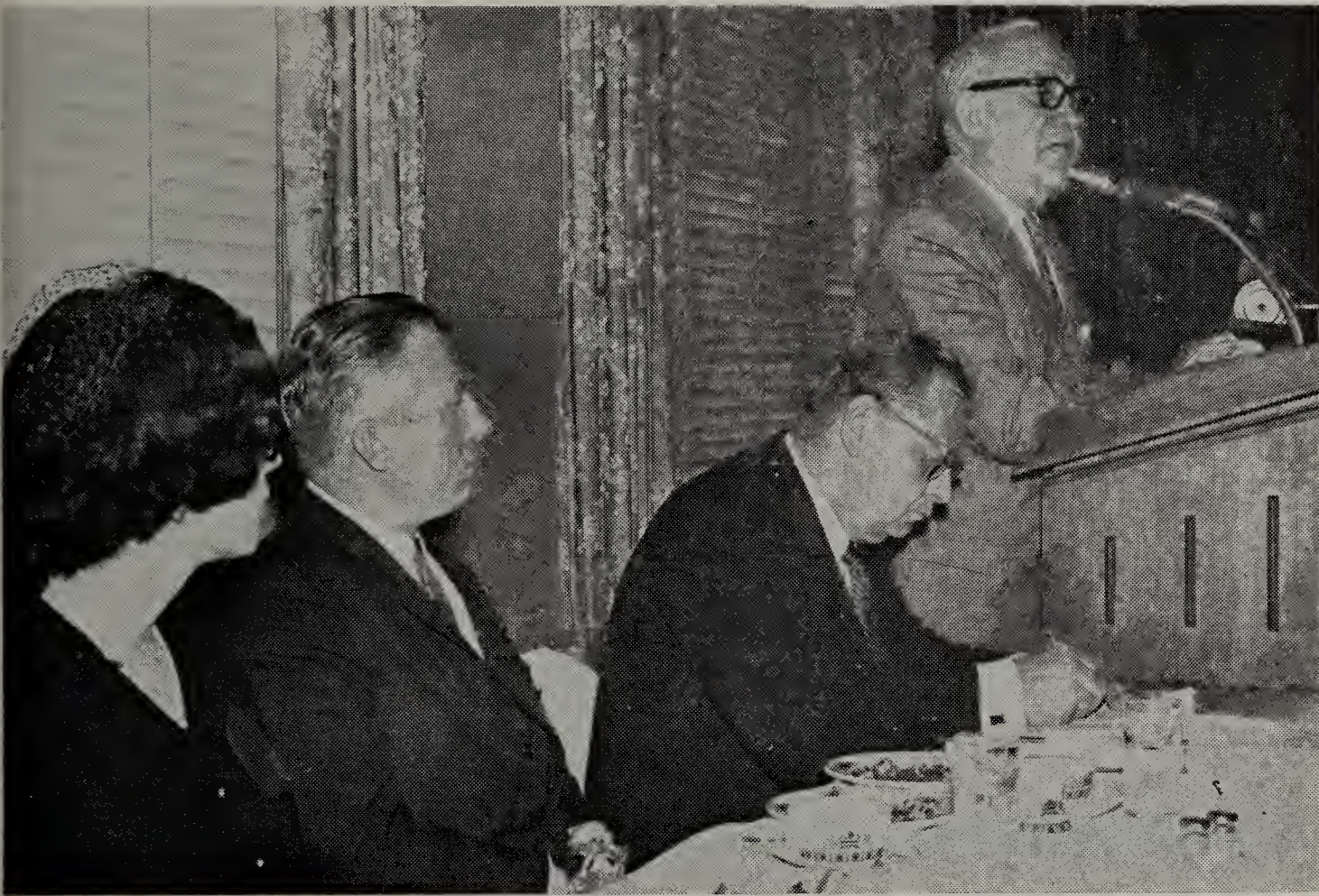
Typical of the firm's workers is "Ed" Denoncour, 58, married, and a former truck driver. Ed's left hand is amputated at the wrist. "He's just as capable for our work as anyone with two hands," Marechal says. "And he has a terrific personality."

Marechal has been a member of the Woonsocket Area Committee of the Rhode Island Governor's Committee on EPH since December 1960. He was appointed Area Committee Chairman and named to the Governor's Committee in June 1961. He holds frequent meetings with his committee to aid in the promotion of employment of the handicapped.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

ARTICLES MAY BE REPRINTED WITH OR WITHOUT CREDIT. PHOTOS ARE AVAILABLE UPON REQUEST; GIVE CREDIT WHEN INDICATED.

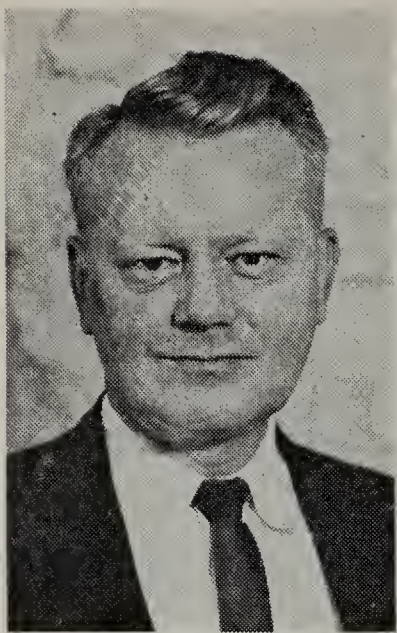
AFL-CIO Entertains Students



The AFL-CIO goes all-out in honoring State winners of the writing contest sponsored by the President's Committee. Not only do the State Federations provide their transportation and expenses to Washington to attend the PC Annual Meeting, but the National AFL-CIO entertains them with a luncheon. Pictured above addressing the students, their families, and teachers at the luncheon is Joseph D. Keenan, Secretary, International Brotherhood of Electrical Workers. With him at the head table are, left to right: Miss Mari Shelton from the cast of "My Fair Lady"; Harold Russell, a Vice Chairman of the President's Committee; and William F. Schnitzler, Secretary-Treasurer, AFL-CIO.



The AFL-CIO presented each State winner with a personalized leather edition of "Milestones to American Liberty," a documentary, pictorial history of the United States. Here Mr. Schnitzler presents Ricki Graef, first-place national winner from Oklahoma, with her gift.



By W. G. JOHNSON
*General Manager,
National Safety Council*

Safe Employment of the Handicapped

PROPERLY placed handicapped men and women can work as safely or more safely than other employees.

This general conclusion emerged from 10 sessions of the National Health Forum. Disabilities discussed were orthopedic, heart, diabetes, alcoholism, mental, vision, hearing, neuromuscular, respiratory, and handicaps in general.

The 10 group discussions also showed quite consistent agreement on proper handling of the handicapped. For the individual handicapped person, major points were:

1. An undetected handicap may create a job hazard, as well as allow disability to progress.
2. Early detection is important—through comprehensive medical service; through supervisors trained to recognize signs of disability and to use any accident as a possible indicator. Screening tests are valuable, emphasizing we do not mean “screen out.”
3. Diagnosis and medical treatment—recognizing that work is a necessary final step in treatment.
4. Rehabilitation—emphasizing ability to work and produce safely.
5. A work evaluation of the person—emphasizing the individual and avoiding stereotypes. Emphasize skills actually needed by business. Consider multiple handicaps.

(Continued on page 8)

Performance

Safety Council Safeguarding

MAJOR emphasis on safety in nonmilitary safety in nonmilitary Eighth Biennial Presidential Safety held this

The theme of the conference, more than 3,200 delegates from all 50 States, was “Safeguarding the Nation.” Delegates who represented labor, professional groups, and government officials in the presence of President Kennedy.

Opening the 3-day conference on the morning of March 10, 1961, President Kennedy, who was accompanied by Vice President Johnson, told the delegates:

“There is no substitute for safety in the safety field. Our goal is nothing short of that every man, woman, and child we place on the human planet.

Stating that the delay in achieving safety is a perfection,” the Secretary of the National Safety Council, an attainable goal. When the search and safety engineering field of accidents falls especially in programs of the National Safety Council and the Federal Government, bears the burden of the problem.

Vice President Lyndon B. Johnson, who was the speaker. He reminded the delegates that time when safety on the job was a few humanitarians, so-called, disparagingly called. The cost of a dollars-and-cents engineering approach on a profit-and-loss basis.

“Now we are in an era of the discovery of atomic energy. Our technology has made

(Continued on page 8)

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Emphasizes an Worth

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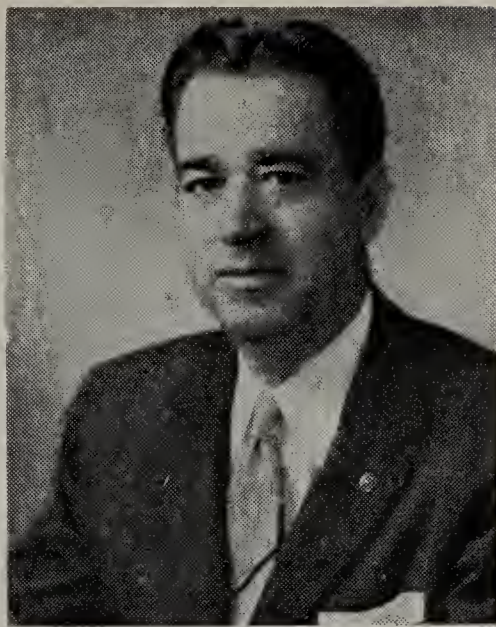
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ARTHUR W. MOTLEY
*Director, Bureau of
Labor Standards*



"Employ the Handicapped Safely"

AN occupational safety program for handicapped employees should contain an "intelligent, commonsense application of the same basic safety principles that progressive firms include in their everyday accident prevention work."

That statement was made by Arthur W. Motley, Director of the Bureau of Labor Standards of the U.S. Department of Labor and Chairman of the Federal Safety Council, at the National Health Forum held recently in Cleveland, Ohio.

Speaking at a workshop on "Employ the Handicapped Safely," Mr. Motley said: "General Safety precautions for workers who are physically disadvantaged need not be materially different from those that comprise a good accident prevention program for workers generally.

"Many employers," he added, "have learned through actual experience that properly placed and properly supervised, physically impaired employees perform as well as—or better than—other employees. They work as safely as—or more safely than—other workers. Skeptical at first, these employers have found out first-hand that safeguarding the handicapped worker involves no major changes in their safety program—but calls only for intelligent, commonsense, application of the same basic safety principles that progressive firms include in their everyday accident prevention work."

(Continued on page 12)

6. Placement. Normal good personnel practice should be followed. All jobs should be protected by regular safety procedures, both the jobs filled by the handicapped and others. Match the skill to the job. (Match deficiencies to nonrequirements.)

Special steps, where necessary, may be as simple as a 2 x 4 under a bench to raise it a little. They may be just good procedures. Wide, clean aisles for wheelchairs are safer for all. Minimize special steps because they may reduce job mobility. Attack architectural barriers: their removal will also contribute to general safety.

Under these circumstances, a handicapped person will probably be as safe as or safer than a nonhandicapped person because he is adjusted to his disability, because he compensates, because he values his job and he is motivated to succeed.

For the organization, the following arrangements are essential:

1. Management education. We need the example of safe employment of the handicapped in demonstration projects. In individual companies we need to *get started*. We need more facts for management, not only on specific handicaps but on such matters as workmen's compensation insurance, even though this is seldom bothersome. The groups found that fringe benefits seem to be a barrier, and needed more information on these.

Above all, management needs intelligent, well organized company policies. No policy at all may actually be as *bad* as an *unwritten* policy which could lead to false reporting and to nondetection of disabilities.

2. Supervisor training. Again we need facts for understanding and action. Supervisors need human relations training to handle all people, including the handicapped, and to handle problems such as safety and production. Establish sound supervisory procedures, base judgment on objective data, such as accidents, absenteeism, unsafe acts, etc., and avoid arrangements which, in effect, place upon the supervisor responsibility for medical diagnosis.

3. Good safety service, good general personnel service, both educated in guiding the handicapped, and comprehensive medical service are necessary. Safety services need training in recognition, handling, and job analysis for the handicapped.

4. Continuing counseling resources are also necessary. Community services augment in-plant service and are especially necessary in smaller plants. Community services can help follow up on individual cases, and can guide, reassure, and help employers. Some failure of management to use available community service was noted. Broad public support for better community service is needed.

5. Professional education, public education, and fellow-worker education are most desirable.

6. Research, better standards on the specific disability, better screening devices, better methods of adjustment and industry controls offer a fine research opportunity.

Each agency with concern for the handicapped should carefully analyze its role, its information, and its services, and should become a center of safety information related to its concern.

Coordinators Honor Mr. Russell

Meeting at the LaSalle Hotel in Chicago last June, the Federal coordinators for employment of the handicapped of the Seventh U.S. Civil Service Region present a plaque to Harold Russell, a Vice Chairman of the President's Committee, in recognition of his contributions to the program for employment of the handicapped. Shown presenting the plaque to Mr. Russell are, left to right: J. A. Connor, Director, Chicago Region; Fred J. Stucker, M.D., Regional Medical Officer; Vincent Molenda, Commander, Combined Veterans Association of Illinois; Melvin T. Johnson, M.D., Deputy Medical Director, U.S. Civil Service Commission.



REMINDER!

22D AMA CONGRESS ON OCCUPATIONAL HEALTH

October 2-3, 1962

Somerset Hotel

Boston, Massachusetts

OF PARTICULAR INTEREST

Tuesday Afternoon: "Occupational Health and Workmen's Compensation Problems Posed by Handicapped Workers," address by Mr. W. Scott Allan.

Wednesday Morning: "Rehabilitation, Employment and Re-employment After 'Breakdown,'" panel by Leonard E. Himler, M.D., and John C. Nemiah, M.D.; Ralph T. Collins, M.D., Chairman of the PC's Committee on Mentally Handicapped, presiding.

Wednesday Noon: Presentation of the President's Committee award to the "Physician of the Year."

Safety Conference

(Continued from page 7)

not do things safely, we cannot do them at all. To put it specifically, if we cannot split or fuse the atom safely we cannot split or fuse the atom at all."

Citing Lt. Col. John Glenn's recent successful three orbits of the world as an example of the importance of safety, the Vice President noted the 1,200,000 safety checks which were made to get the astronauts and their capsules up and down safely.

He said: "Now, this nation's vital quests for information cannot be permitted to fail—and cannot succeed without safety. What we learn on these voyages of discovery is quickly adapted and is already being applied throughout industry."

An entire day was devoted to concurrent panels on safety in several non-manufacturing industries. Attention was focused in this area in recognition of the fact that 80 percent of all job injuries occur in nonmanufacturing activities.

Among the first were workshops on "Selling Safety Through Trade and Service Industries," an all-day workshop on safety in agriculture and safety in handling of materials by stevedores and railroad workers. There were other sessions on the employer's role in off-the-job safety, and safety in such areas as research, construction, on all levels of government as well as the role

of the industrial physician and the industrial nurse in safety.

Dr. Hugh L. Dryden, Deputy Administrator of the National Aeronautics and Space Administration, explained to the delegates the important role safety plays in NASA's operation. Major Leroy G. Cooper, U.S.A.F., one of the 7 astronauts—who was celebrating his 35th birthday—was surprised with a cake presented by the American Bakery and Confectionery Workers' Union, AFL-CIO. When he returned to earth, the astronaut discussed the safety procedure during the pre-launch, launch and recovery of a space capsule.

Steuart L. Pittman, Assistant Secretary of Defense for Civil Defense, urged development of fallout shelters by business and industry to protect their employees in event of attack during working hours.

Eugene J. McNeely, President of the American Telephone and Telegraph Company, called for "the team approach," urging science and medicine to pool their skills with all segments of business and industry in development of effective safety programs.

At an evening session, the delegates heard by Dr. Ewan Clague, U.S. Commissioner of Labor Statistics; Dr. Lawrence G. Derthick, Assistant Executive Secretary of the National Education Association; and a panel of distinguished educators call for continuous teaching on-the-job safety in the schools.

Remember ➡

1962 Regional Meetings

(Continued from page 2)

man of the Utah Governor's Committee, and by Robert E. Smylie, Governor of Idaho. Featured at the banquet was an address by J. Lewis Powell, of the Office of the Secretary of Defense, who spoke on "Matching Men to a Changing World."

Workshop sessions covered "Employment of the Physically Handicapped," "Employment of the Mentally Restored," and "Overcoming Architectural Barriers." Mr. Gordon L. Nelson, of Great Western Distributing Co., and Chairman of the Idaho Falls Mayor's Committee served as General Chairman. Honorary Chairman was James B. Cruzen, of Cruzen Petroleum Co. and Chairman, Idaho Governor's Committee. Mr. H. A. Haugness, Executive Secretary of the Idaho Governor's Committee, served as General Secretary.

Mountain States Regional Meeting, Pueblo, Colo., June 28-29.— Nearly 300 delegates from Colorado, Montana, New Mexico, Utah, and Wyoming attended the 2-day conference at the Continental Pueblo Hotel. Key-note speaker, replacing Chairman Melvin J. Maas of the President's Committee when illness forced his absence, was Maurice Warshaw, Chairman of the Utah Governor's Committee. He urged more businessmen to work as volunteers in projects involving train-

ing and placement of handicapped workers.

A panel discussion on "The Employer Considers Employment of the Handicapped" was moderated by John E. Gross, Regional Director of the Bureau of Employment Security. Featured speaker at the Employers Luncheon was Dr. G. Roy Fugal, Consultant on Personnel Practices, General Electric Co., who spoke on "The Plus Factors in Hiring the Handicapped." "Employment of handicapped workers is not a program of sympathy," Dr. Fugal stated, but is feasible economically to employers who are anxious to show the stockholders a profit."

Other speakers and titles of their talks were: Ray Brannaman, Commissioner of the Colorado Industrial Commission, speaking on "Workmen's Compensation and Employment of the Handicapped;" Willis M. Bower, M.D., Superintendent, Colorado State Hospital, who spoke on "Rehabilitation of the Mentally Handicapped;" and Edgar Weinberg of the U.S. Labor Department's Bureau of Labor Statistics, who reported on "Effects of Technology and Automation on Employment of the Handicapped."

Chairman of the conference was Robert M. Stallard, Manager of the Colorado State Employment Service's Pueblo office, with John S. Young, M.D., Chairman of the Colorado Governor's Committee serving as Honorary Chairman.

National Employ the Physically Handicapped Week
October 7-13

Director Speaks

(Continued from page 7)

He cited as an example a machine which may require some position adjustment so that a tall or short able-bodied worker may operate it safely. And, if that machine can be operated with one hand, the fact that the operator has but one hand might not require "any more of an adjustment in machine guarding" than is needed to protect the tall or short worker."

Another example he cited is keeping aisles of a machine shop clear of loose materials to permit safe movement of employees and to eliminate accidents. He said, "It is good practice to provide such clearance and good housekeeping." The fact that these aisles are safer for someone in a wheelchair or on crutches "does not mean an extra precaution has been taken" but, rather a benefit of good operating procedure.

Mr. Motley also called for:

A positive approach by employers to determining physical and skill requirements of jobs in their firms and matching of the applicants to these jobs on the basis of their physical and technical competence.

Built in safety devices on all machines which have parts that could injure a person if he came in contact with them while the machine is operating.

Recognition and use of abilities of handicapped persons possessing "cer-

tain abilities far superior to those of 'average' persons."

Follow-up checks on handicapped persons to see how well they have adjusted to the job.

Proper supervision of the handicapped on the job.

Mr. Motley noted that the issuance last fall of standards for "Making Buildings and Facilities Accessible to, and Useable by the Physically Handicapped," by the American Standards Association, was a tremendous step forward in the campaign to improve the employability and job safety of the handicapped person.

Noting that such features as ground level entrances, ramps sloping gradually and with nonslip surfaces, doors wide enough for wheelchairs and safe stairways are safety features, he added:

" . . . There is a compelling need to translate these specifications into reality. Otherwise, they will remain mere words on paper. Architects, builders, city planners, local, State and Federal officials, industrial medical personnel, safety engineers and others must work to convince the public that these standards are more than worthwhile. They are essential. Only then will the blueprints be transformed into actuality."

The forum, sponsored by the National Health Council, brought together delegates from more than 70 member agencies and other groups interested in health improvement to focus both public and professional attention on selected national health problems or important national health developments.

Broadened Responsibilities



ROBERT F. KENNEDY
*Attorney General
of the United States*

IT'S ALWAYS good news in Washington when an agency—public or private—shortens its name.

Headline writers are happy and phone books are simpler.

The President's Committee on Employment of the Handicapped shortened its name on February 14 of this year by executive order of the President. The word "physically" was dropped.

This is good news and not just for the sake of simplicity.

It will bring a new ray of hope to the 5 million mentally retarded people in this country and their families.

Much remains yet undone in the task of using the capabilities of our physically handicapped citizens, and we must continue and expand our efforts for them.

But we have sorely neglected the problems of the mentally retarded—the mentally handicapped—and this change of name reflects a much needed awakening of interest in their problems.

The mentally handicapped can be helped. Almost all those afflicted by mental retardation can lead useful and

productive lives. But to achieve this, they must have special education and training and there must be a proper environment in which they can work.

Much is being done to improve treatment, education and training. The Report of the President's Panel on Mental Retardation expected later this year will be a step forward in this direction.

At the same time we must prepare government and industry to use the capabilities of the mentally retarded. Employers now realize that the physically handicapped can do excellent jobs when placed well. This is equally true of the mentally handicapped but this fact has not been accepted and thus, the mentally retarded have not been accepted for jobs they can fill.

This committee has shortened its name but it has broadened its responsibilities. It now must go to work to prove that employing the mentally as well as the physically handicapped can be good business.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE HANDICAPPED

Handicapped Mailers Twice as Fast

LAST year, a Washington, D.C., antiseptic manufacturer contracted with a commercial concern to mail samples to 170,000 doctors and dentists in the U.S.A. The samples went out at the rate of 4,500 a day.

This year, the manufacturer turned to the handicapped for help. The output more than doubled, going to 10,000 a day.

According to Samuel Schattner, vice president of the Chloraseptic Co., there was need for speed. The samples had to go out in time for the "sore throat season," in hope that the product would be recommended for wintertime's sniffles and sneezes.

And so the company turned to the Sheltered Workshop for Mentally Retarded Adults and the Maryland Workshop for the Blind, both in Baltimore. The former prepared cardboard boxes for mailing; blind workers in the latter inserted sample bottles and literature, sealed the packages, put on labels and sorted the boxes by State (using an ingenious system involving sense of touch).

"Our use of the handicapped was not based on sympathy, but rather on a sensible business decision as to how the job could best be done," said Schattner.

Deaf Worker Receives "Citizen of the Year" Award

A DEAF MAN who has used his handicap to help others was among the employees honored by Ford Motor Co. for serving their communities. Receiving the company's "Citizen of the Year" award for outstanding voluntary community service for his work with the deaf was Robert G. Davies, Sr., of Detroit, an employee of Ford's Metal Stamping Division. The award is a cast bronze bell bearing the engraved

figure of a town crier.

Mr. Davies is president of the Michigan Association of Deaf, vice president of the National Fraternal Society of the Deaf, a committee member of Cub Scout Pack No. 350, and a member of the St. Gerard's Dad's Club. He also often gives driving lessons to deaf people and is active in the program at the Michigan State School for the Deaf.

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Performance

THE STORY OF THE HANDICAPPED

Anniversary Edition *1947-1962*



MELVIN J. MAAS
Chairman 1954—

ROSS T. McINTIRE
Chairman 1947-1954

The President's Committee on Employment
of the Handicapped

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Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on Employment of the Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.
Chairman

Gordon M. Freeman, Victor Riesel
Harold Russell, Kenneth N. Watson
Vice Chairmen

William P. McCahill
Executive Secretary

Vol. XIII, No. 3.

October 1962

Lawrence T. Burdick, *Editor*

Edmond J. Leonard, *Managing Editor*

Leah Smuckler, *Associate Editor*

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Associate Members

The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Emergency Planning, and the Administrator of the General Services Administration.

Use of funds for printing this publication has been approved
by the Director of the Bureau of the Budget, July 5, 1962

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—PERFORMANCE presents the case for the handicapped.

ARTICLES MAY BE REPRINTED WITH OR WITHOUT CREDIT. PHOTOS ARE AVAILABLE UPON REQUEST; GIVE CREDIT WHEN INDICATED.

The First Fifteen Years

BACK in the summer of 1945 Paul A. Strachan, president of the American Federation of the Physically Handicapped; Mildred Scott, secretary of the AFPH; and Millard Rice, former national commander of the Disabled American Veterans, appeared before the House Judiciary Committee in support of a joint resolution, shortly thereafter enacted into law, which authorized the annual observance of National Employ the Physically Handicapped Week. This program, which grew from humble beginnings to national significance, was the forerunner of the President's Committee.

In 1946 the Retraining and Reemployment Administration took over coordination of NEPH Week activities through a "Cooperating Committee" composed of representatives of national organizations. When the RRA disbanded early in 1947 an effort was made to continue the cooperating committee through a private association. However, following a suggestion of the President, Secretary of Labor Lewis B.



Paul A. Strachan, pioneer in employment of the handicapped, who personally convinced Secretary of Labor Schwollenbach of the need for a President's Committee.

Schwollenbach called a meeting of interested persons that fall and formed the President's Committee on National Employ the Physically Handicapped Week. Vice Adm. Ross T McIntire (MC), USN Ret., served as Committee



Gen. Graves B. Erskine, USMC, receives a Distinguished Service Award from Chairman McIntire for his pioneering efforts in establishing the forerunner of the President's Committee, the original RRA Cooperating Committee.

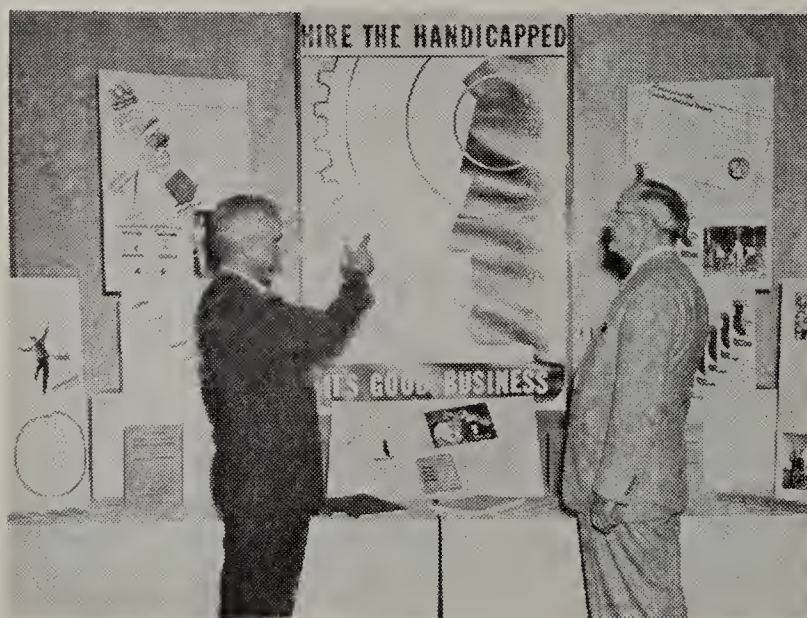
During the past 15 years a steady stream of foreign officials have visited the PC to learn about the volunteer program for the handicapped. Shown in this 1958 photo is Mrs. Fatimah Musa, Director of the Division for the Handicapped, from Kuala Lumpur, Malaya, talking with William P. McCahill, Executive Secretary of the PC.



Chairman and Dr. Merle E. Frampton, principal of the New York Institute for Education of the Blind, served as first Executive Committee Chairman. Together with Paul Strachan, who acted as special consultant to the Secretary of Labor, they blueprinted the committee plan of action which was subsequently endorsed by groups representing some 30 million Americans.

Funds for the Committee's small staff came from the Bureau of Employment Security until 1949 when Congress authorized an annual appropriation. During this period of the late forties

private organizations closed ranks behind the President's Committee to supplement the work of agencies serving the handicapped, whether public or private. During this same period were formalized Governors' Committees in every State and Territory, and Mayors' Committees in hundreds of local communities made up of private citizens, Federal, State, and local officials. The hire-the-handicapped movement firmly fastened itself upon the collective conscience of America. From the modest first observances of NEPH Week has developed today's year-round pro-



Predating the President's Committee was this NEPH Week poster, viewed by K. Vernon Banta and Perry Faulkner of the Veterans Employment Service. Mr. Banta later joined the PC staff in 1949 and has served since as Deputy Executive Secretary.

gram of community effort for the handicapped.

With the foundation formally laid, the President's Committee began the monumental task of coordinating the groundswell of educational and promotional activities on behalf of handicapped workers. Business, industry, labor, the professions, public officials, the media, as well as public-spirited individuals were enlisted to carry the message of jobs for the handicapped to employers, employees, and the general public. A vast network of volunteer organizations, working at the grass-roots, supplemented the campaign emanating from Washington.

It is not the purpose here to survey the results achieved by this ever-growing cooperative venture. It would be impossible to distinguish the accom-

plishments of the President's Committee and the volunteer Governors' and Mayors' Committees from the vast contributions made by the Government quartet similarly committed to creating acceptance of the handicapped—the Employment Service, the nationwide program of Vocational Rehabilitation, the Veterans Administration, and the U.S. Civil Service Commission—as well as the host of private health and welfare agencies dedicated to this mission.

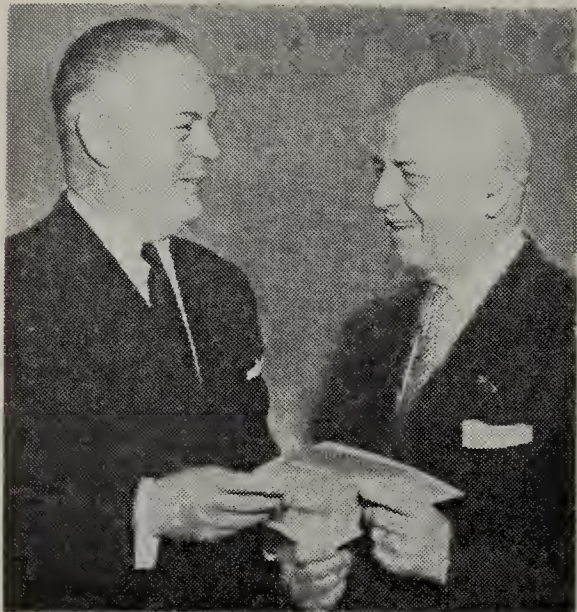
The aim here is to recall through this pictorial review some of the highlights of the past 15 years, so that the program's pioneers can enjoy a nostalgic backward glance, and comparative newcomers can gain some perspective of the program's growth and continuity.

Continued→

President Eisenhower's signature on the Vocational Rehabilitation Act on August 3, 1954, expanding the program of rehabilitation, brought forth a pledge from Chairman Maas that the Committee's programs to encourage employment of the handicapped would keep pace with increased rehabilitation efforts.

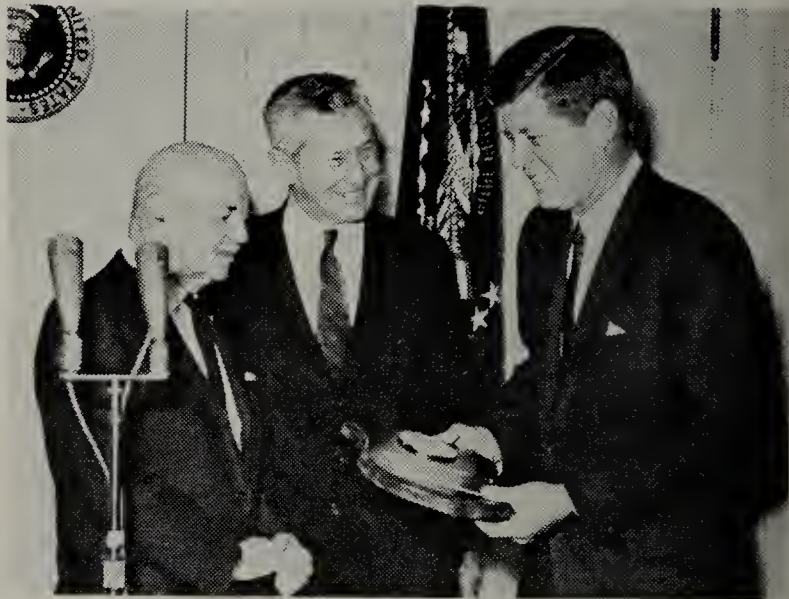


15th Anniversary (Continued)

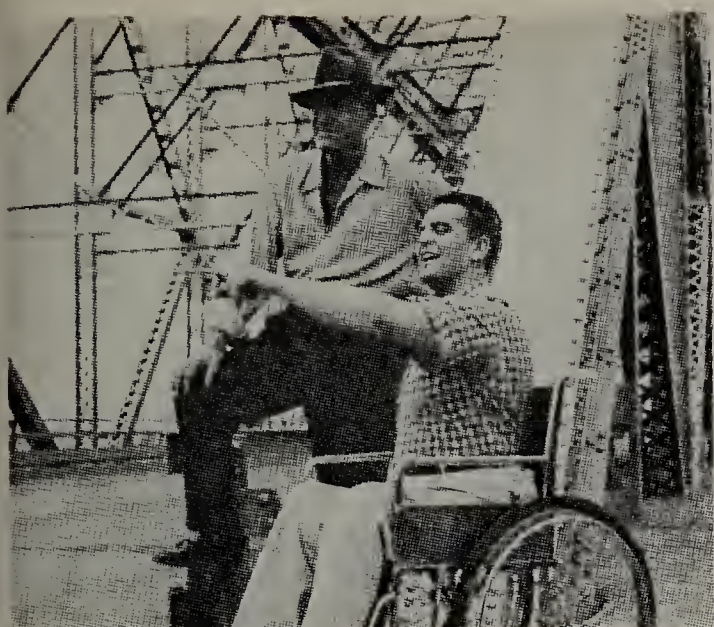


In 1955 arrangements were completed between the PC and the National Association of Radio and Television Broadcasters, making it possible to place TV and radio materials directly into the hands of local broadcasters. Harold E. Fellows, president of NARTB, and Chairman Maas are shown launching the campaign which was requested by President Eisenhower.

A sequel to the support of the broadcasters for airing thousands of spot announcements yearly for the cause of the handicapped took place earlier this year when President Kennedy presented the PC's Distinguished Service Award to the National Association of Broadcasters (formerly NARTB). Chairman Maas looks on while LeRoy Collins, NAB president, accepts the award.



The PC joined as sponsor of a National Art Contest for the Handicapped in 1955 which was won by a young Forest Hills, N.Y., housewife, the victim of cerebral palsy.



Stills from two of the films made for the PC: "The Biggest Bridge in Action," produced by Mutual of Omaha; and "Employees Only," made by Hughes Aircraft Co.

Shown at the premier of "Employees Only" in Washington in 1958 are: C. E. Blandford, Hughes Aircraft Co., Chairman Maas, and the late Justin Johnson, also a Hughes official, who as Chairman of the California Governor's Committee from 1956-60, pioneered in the handicapped movement.

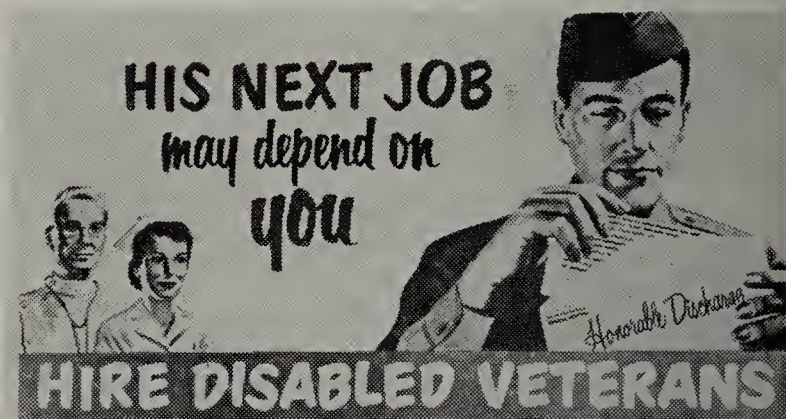


The 1953 meeting of the President's Committee heard President Eisenhower's laudatory opening remarks: "There are many commissions and committees that carry with them the title of President's committee or commission. There is none that engages the interest of my heart, or of which I am prouder, than this one."



Mrs. Louise J. Lake received the President's Trophy as the Handicapped American of the Year for 1957 from President Eisenhower. Mrs. Lake, the first woman to win the honor, was a physical therapist at the Latter Day Saints Hospital in Salt Lake City.

In 1952 disabled veterans returning from Korea found support in their search for jobs in this card displayed on buses and streetcars across the country, which was produced by the Veterans Employment Service.

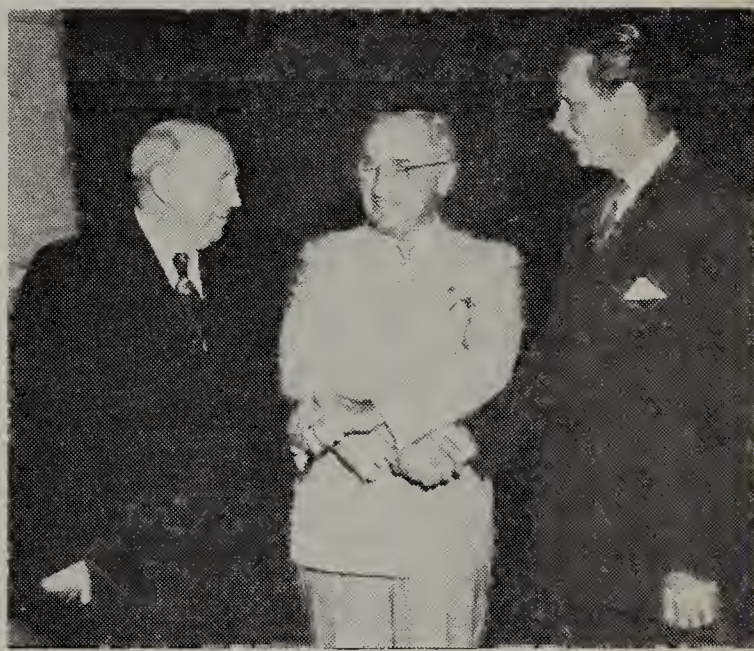


This triumvirate led the PC for many years. They are: Gordon M. Freeman, International President, International Brotherhood of Electrical Workers (AFL-CIO), Vice Chairman; Maj. Gen. Melvin J. Maas, USMCR Ret., Chairman; and Earl Bunting, former president of the National Association of Manufacturers, Vice Chairman.



Participants to the PC Annual Meetings today overflow the Departmental Auditorium, but in August 1949 they were few enough to journey over to the White House Rose Garden to shake hands with President Truman.

President Truman with Admiral McIntire (left), first Chairman of the PC, and Secretary of Labor Maurice J. Tobin, under whose patronage the first issue of **PERFORMANCE** came off the press in July 1950.



The first seminar for new secretaries of Governors' Committees and for interested agency representatives was conducted by the PC in Washington in April 1957.



The first NEPH Week outdoor poster, this one in East Providence, R.I., was displayed in 1956 through the cooperation of the Advertising Council and the Rhode Island Governor's Committee.

The five top winners of the very first National NEPH Essay Contest, back in 1949, are taken on a tour of the Potomac via a Navy submarine.



Eleven years of dedicated service to the PC was climaxed in 1959 for Dr. Charl Ormond Williams who received a special citation from Chairman Maas for outstanding performance as Chairman of the National Essay Contest. Dr. Williams' successor, Mrs. Stephan J. Nicholas, is shown on the left. On the right is Dr. Ruth Stout, president of the National Education Association.

Some of the 1960 national essay winners exchange a bit of banter with General Maas (left), President Eisenhower, George Meany, president of the AFL-CIO, and William Schnitzler, secretary-treasurer of the AFL-CIO.





This was the Executive Committee at a 1954 meeting at the Washington Hotel. The committee approved the selection of Jack H. Pockrass, of the Department of the Air Force, for the first Public Personnel Award.

At the 1954 national convention of the American Federation of Labor, Chairman Maas cited the Federation for its outstanding support of the hire-the-handicapped program and presented the PC's highest award, the Distinguished Service Certificate, to President George Meany. Three years later Mr. Meany spoke at the PC's annual meeting.



As a kickoff to the distribution of the 1957 NEPH Week poster, featuring the smiling face of Joe Palooka, Chairman Maas and cartoonist-author of the poster, Moe Leff, present the first copy to Vice President Richard M. Nixon.



The 1958 Physician's Award winner, Dr. Howard A. Rusk, Director of the Institute of Physical Medicine and Rehabilitation, New York, receives his plaque from Dr. Edward C. Holmblad, Chairman of the PC's Medical Committee.

The Public Personnel Award, begun in 1954 to honor a public agency person who has made outstanding contributions to handicapped placements in his agency, was presented in 1958 to J. Edgar Hoover, Director of the Federal Bureau of Investigation. Shown making the presentation with Chairman Maas is Edward L. Cushman, Chairman of the Public Service Committee.



Poster contest proved another medium to carry the message of jobs for the handicapped to the Nation's businessmen. This display was featured in the Enoch Pratt Library in Baltimore in 1958.





A significant new NEPH development in 1957 was the U.S. Civil Service Commission's program to designate a coordinator for the employment of the handicapped in each Federal department or agency. Above, Chairman Maas presents a Citation for Meritorious Service to Margaret P. Bray, of the Office of Vocational Rehabilitation, who was the first coordinator for the handicapped named under the new program. Looking on are Marion B. Folsom, then Secretary of Health, Education, and Welfare; and Mary E. Switzer, Director of the OVR.



In October 1957 Chairman Maas, accompanied by Vice Chairmen Freeman and Bunting, met with President Eisenhower at the White House to present him with a replica of the new President's Committee seal.

Breaking down architectural barriers, a project cosponsored by the President's Committee and the National Society for Crippled Children and Adults, was publicly launched in November 1961 with the publication of a set of building specifications developed for the American Standards Association: "Making Buildings and Facilities Accessible to, and Usable by, the Physically Handicapped."



Described as "the greatest single successful effort ever put forth by the State and local committees and by the public and private groups and individuals," a commemorative postage stamp "Employ the Handicapped" was issued August 28, 1960, during the 8th World Congress of the International Society for the Welfare of Cripples. The artist's model surveys a blown-up display of the stamp.

JOINT STATEMENT 1962

By the Associate Members

DURING the 15 years since the President's Committee on Employment of the Handicapped came into being, the Associate Members have noted the acceleration of our Nation's economic growth, inextricably joined with the extension of equality of job opportunity.

We have seen great strides made in creating a favorable climate for the acceptance of handicapped workers, due in large measure to the observable performance of the handicapped themselves. Our free enterprise system is well suited for permitting the skills and abilities of a worker, despite his handicap, to be recognized. Moreover, there has been a growing recognition that the principle of fair play, so basic a precept of our democracy, requires that every individual be given a fair chance for selection and advancement in employment for which he has the capacity to perform.

Our past successes should point the way for even greater use of handicapped workers. The problems and promises posed by the advent of automation have increased interest in and concern for the utilization of our total human resources. The Federal Government must lead the way in demonstrating that productive capacity is not diminished but often enhanced by selective placement of qualified handicapped workers.

We urge that all employers—Federal, State, and local governments, and private industry and business—consider the physically and mentally handicapped job seeker in the same light as others, if he is similarly qualified to meet the requirements of the position. We ask no special favors for the handicapped. But we do believe that every man should be considered in terms of his abilities, not his disabilities.

Signed:

DEAN RUSK, Secretary of State.

DOUGLAS DILLON, Secretary of the Treasury.

ROBERT S. McNAMARA, Secretary of Defense.

ROBERT F. KENNEDY, Attorney General.

JAMES E. DAY, Postmaster General.

STEWART L. UDALL, Secretary of the Interior.

ORVILLE L. FREEMAN, Secretary of Agriculture.

LUTHER H. HODGES, Secretary of Commerce.

ARTHUR J. GOLDBERG, Secretary of Labor.

ANTHONY J. CELEBREZZE, Secretary of Health, Education, and Welfare.

JOHN GLEASON, JR., Administrator of Veterans Affairs.

JOHN W. MACY, Chairman, Civil Service Commission.

EDWARD A. McDERMOTT, Director, Office of Emergency Planning.

BERNARD L. BOUTIN, Administrator of the General Services Administration.



Guest Editorial

A Chance To Compete

ARTHUR J. GOLDBERG
Secretary of Labor (1961-1962)

I HAVE often made the point that the continued advancement of our Nation's sound economy requires the skills of all our workers. Aside from the very real social and moral implications, we cannot afford to indulge in reckless waste of manpower by rejecting the skills and ignoring the talents of any of our workers.

Qualified handicapped persons who want to do a good day's work must be accorded equal employment opportunities with others similarly qualified. To deny the handicapped a chance to compete for their independent livelihood is an affront to human dignity and individual liberty. Moreover, to permit and perpetuate such gross inequity weakens our capacity to attract the minds of the free world and convince other peoples of the sincerity of our purpose.

We in the Department of Labor are striving to hasten the attainment of full employment and the extension of equality of opportunity. The achievement of these goals encompasses the successful adjustment of handicapped persons to the competitive economic community. Employment of the handicapped is, therefore, inextricably linked to the objectives of the various programs with which the Department is concerned.

Each Employment Security office across the country is staffed to give special counseling to the handicapped job-seeker, and to place him in suitable employment commensurate with his abilities and potentialities. If the handicapped applicant is a returned veteran, he is given specialized help and preference in the referral and placement programs.

Sound labor standards, with emphasis on conservation of human resources through prevention of exploitation and unsafe working conditions, are designed in a particular way to provide economic benefits and permit handicapped workers to operate at their full capacity.

Our newest program for retraining workers in depressed areas, where technological changes have obsoleted their skills, is providing a new hope of prosperity for all eligible workers, the handicapped and able bodied without distinction.

Within the jurisdiction of our own personnel office, a coordinator for employment of the handicapped, reporting to the Civil Service Commission, sees to it that President Kennedy's policy, calling for increased employment opportunities for the handicapped in Government, is carried out.

The Department's proximity to the President's Committee is more than physical. Through the years officials within the Department have served as consultants and advisers to its various subcommittees and have participated with vigor in the many projects aimed at furthering the cause of jobs for the handicapped.

It is my sincere hope that all Americans will interest themselves in the work of the President's Committee and cooperating Governors' Committees. Through such interest in their handicapped neighbors, they will speed the day when the measurement of a worker's ability is not distorted by the fact that he happens to be handicapped.

BY THE PRESIDENT OF THE UNITED STATES OF AMERICA

A PROCLAMATION

WHEREAS our handicapped workers have contributed immeasurably to the strength of our Nation through their productive capacity; and

WHEREAS our expanding economy demands effective and ever-enlarging utilization of our total manpower, suitably placed according to individual skills and talents; and

WHEREAS the physically and mentally handicapped, through increased emphasis on rehabilitation and training to prepare them for occupations commensurate with their abilities, stand ready to assume an even greater share in our social and economic progress; and

WHEREAS their readiness to assume this greater role can be translated into action by acquainting more employers and the public generally with the policy of giving full consideration to handicapped persons in employment, promotion, reassignment and retention; and

WHEREAS the Congress, by a joint resolution approved August 11, 1945 (59 Stat. 530), has designated the first week in October of each year as National Employ the Physically Handicapped Week and has requested the President to issue a suitable proclamation each year:

NOW, THEREFORE, I, JOHN F. KENNEDY, President of the United States of America, do call upon the people of our Nation to observe the week beginning October 7, 1962, as National Employ the Physically Handicapped Week, and to cooperate with the President's Committee on Employment of the Handicapped in furthering equal employment opportunity for the handicapped.

I also call upon the Governors of States, mayors of municipalities, Federal and other public officials, leaders of industry and labor, and other interested individuals and organizations to take part in this observation. I particularly urge employers to renew their efforts to give the handicapped equal consideration with others similarly qualified for employment; and I request all our people to follow the American tradition of helping others to help themselves by assisting handicapped persons to achieve economic independence and active participation in the total life of the national community.

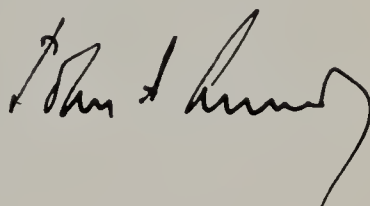
IN WITNESS WHEREOF, I have hereunto set my hand and caused the Seal of the United States of America to be affixed.

[SEAL] DONE at the City of Washington this twenty-fourth day of August in the year of our Lord nineteen hundred and sixty-two, and of the Independence of the United States of America the one hundred and eighty-seventh.

By the President:

DEAN RUSK

Secretary of State



Employer Award Program Spreads to Canada

THE PC employer award program, through which employers are presented citations for successful handicapped placement practices, has a counterpart in Saskatchewan, where the Lieutenant Governor's Citation project was recently launched. This new award will be presented each year to employers in the province who have made an outstanding contribution to rehabilitation by employing disabled persons in their plants and offices.

Sponsor of the award is the Coordinating Council on Rehabilitation, composed of members from all of the government and nongovernmental agencies

in Saskatchewan concerned with the welfare of handicapped persons. The citation will be presented for the first time by His Honor F. L. Bastedo, Lieutenant Governor of Saskatchewan, at the Council's 2d Annual Congress in Saskatoon in November.

Specifically, the award is intended to give suitable recognition to those Saskatchewan employers who best typify the principles and practices of employing the disabled. The names of employers receiving the citation will be inscribed on an "Honour Roll" in the form of a permanent scroll, and displayed in appropriate places throughout the province.

Workshops for Blind Receive Orders for CD Sanitation Kits

WORKSHOPS for the blind in six States have received Department of Defense contracts for assembling sanitation kits to be used in the Civil Defense fallout shelter program.

Commenting on the orders, Steuart L. Pittman, Assistant Secretary of Defense for Civil Defense, stated: "These orders, placed in accordance with the Wagner-O'Day Act, will increase employment opportunities for the blind and at the same time make a major contribution to the civil defense preparedness of this country. These kits are part of an overall plan to equip community shelters with food, water, medical supplies and radiological equipment."

The delivery orders were issued by

the Defense General Supply Center of Richmond, Va., a field activity of the Defense Supply Agency. The orders call for 121,428 kits from each of the 7 workshops totaling in cost \$1,024,852.32 per order. This will provide employment for 6 months for 300 blind persons in the following workshops: Arizona Industries for the Blind, Phoenix, Ariz.; Maryland Workshop for the Blind, Baltimore, Md.; Kansas City Association for the Blind, Kansas City, Mo.; Blind Workshop Association, Binghamton, N.Y.; Industrial Home for the Blind, Brooklyn, N.Y.; Industries of the Blind, Greensboro, N.C.; and Cleveland Society for the Blind, Cleveland, Ohio.

Survey of Handicapped Teachers

WHAT are the policies and practices of school systems in the employment of physically handicapped classroom teachers? The Department of Research of the Arlington County, Va., Public Schools recently conducted a survey among the school systems appearing on the membership list of the American Association of School Personnel Administrators. Responses from 95 of 116 school systems were received.

With respect to policies, this survey shows that only 17 percent of the 95 systems have a definite policy against the appointment of teachers with serious or conspicuous handicaps (e.g., blind, in crutches, in wheelchairs, etc.). However, 45 percent of the school systems in practice are not employing classroom teachers who are so handicapped.

Although only 3 percent of the school systems have a policy prohibiting hiring teachers with less serious or less conspicuous handicaps (e.g., lameness, stiffness, artificial leg), teachers with such disabilities are in practice restricted from employment in 38 percent of the systems.

The survey also shows that merely 10 percent of the 95 systems have a policy to release teachers who become handicapped during the time of their employment, and in only 3 percent is such a policy firm or unqualified. In actual practice, however, 52 percent of the school systems are apparently releasing teachers who become handicapped while employed.

The findings of this survey indicate there is a wide disparity between policy and practice of school systems in their acceptance of handicapped teachers.

While there are many known handicapped teachers in classrooms—the majority of whom have crippling conditions—the percentage of handicapped employed in the schools is considerably less than that found in industry. Significantly, however, the relatively lower record of the school systems cannot be attributed to legislative bars or firm administrative policy.

Book Review

Guiding the Physically Handicapped College Student, by Herbert Rusalem (New York: Bureau of Publications, Teachers College, Columbia University, 1962. 151 pages, \$2.75.)

Special education of exceptional children has shown a remarkable and accelerated growth over the past quarter of a century. The increasingly widespread public interest has resulted in close to one million children and youth enrolled in some type of special education program. Many of these are now ready for college and university training, but their arrival on the campus poses special problems for admissions officers, college personnel workers, and high school counselors.

Based on the author's observations and experiences, this book hints at the development of a college branch of special education and suggests that exceptional children in ever-growing proportions will yield to the pressures of modern society by joining the tide of increased college enrollments. It offers help toward finding solutions to a number of the consequent problems and suggests ways in which severely disabled students may function successfully in and about the college campus.

Among the topics discussed by Dr. Rusalem and their relationship to disabled students are admissions policies and procedures, the kinds of facilities needed for the handicapped, considerations in planning curricular and extra-curricular activities, guidance programs, and outside resources available to student personnel workers.

THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE HANDICAPPED

New Jobs-for- Handicapped Policy In Boston



BOSTON'S Mayor John F. Collins, right, signs a policy statement calling for equal job opportunity for the handicapped throughout all levels of the Boston city government. Standing is Leslie C. Wood, chairman of the Mayor's Committee on Employment of the Handicapped. At left is Isadore Morantz, the Committee's Executive Secretary.

The Mayor (who is legless) included these points in his policy statement: *Physical standards will be fair, reasonable, and adapted to the realistic requirements of jobs . . . Particular attention will be given to the degree to which the handicapped have compensated for their impairments by the development of special skills or methods . . . Employees who acquire disabilities as the result of work injuries, off-the-job accidents, or disease conditions will be given full opportunity in reemployment or in transferring to other more suitable jobs.*

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THE STORY OF THE HANDICAPPED

"March of the Valiant"

Henry O. Stephens



The President's Committee on Employment
of the Handicapped

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THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on
Employment of the Handicapped

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Lawrence T. Burdick, *Editor*

Edmond J. Leonard, *Managing Editor*

Leah Smuckler, *Associate Editor*

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Epileptics and State Laws

By Melvin J. Maas

EDITOR'S NOTE: *The Epilepsy Foundation of Washington, D.C., has recently published the findings of an extensive survey of State laws and administrative policies relating to persons with epilepsy. This survey shows how epileptics have been singled out for special treatment under the laws of the various States. Entitled "The Legal Rights of Persons With Epilepsy," the published report contains the following Foreword by Chairman Melvin J. Maas of the President's Committee.*

THE Epilepsy Foundation has sponsored the research and preparation of this report so that the legal plight of persons with epilepsy in the various States can be made more publicly known.

Laws governing the activities of persons with epilepsy are, of course, important to the epileptic. What the law says a person can and cannot do may largely determine what he actually does and provides a basis for society's attitude.

Some of our State laws are grounded on an obsolete conception of epilepsy. When this is the case, the law tends to perpetuate misconceptions of epilepsy and thus to stigmatize persons with epilepsy unjustly and inaccurately.

State laws which classify epileptics with "idiots, imbeciles, and insane persons" are not in accord with present medical knowledge of epilepsy. Very briefly, epilepsy is a disorder of the nervous system characterized by disturbances in the rhythm of electrical discharges from the brain. These disturbances sometimes result in unconsciousness or convulsive movements of the body—seizures.

The nature of seizures varies with the type of epilepsy. Some cases can

be traced to a definite cause such as an injury or an infection. In others, the cause is not as readily determined.

Medical authorities estimate that 50 percent of all persons with epilepsy become seizure-free when treated by modern medical techniques while the frequency of seizures is substantially reduced in another 30 percent.

Too often when we think of handicapped workers, we have an image of a person who has suffered the loss or crippling of a leg or arm. The epileptic who has achieved total or substantial seizure control is not handicapped in the same way. His handicap is rooted more in the attitude of prospective employers than it is in his physical condition. These attitudes are the result of years of misunderstanding about epilepsy, a misunderstanding based upon lack of accurate information.

Unfortunately, the laws of many States as is made clear in this study, lend legal sanction to public attitudes. It becomes evident, therefore, that a revision of these laws is a necessary step in helping to change public attitudes toward the epileptic. Such action would open the way to more job opportunities for qualified epileptics.

The Epilepsy Foundation has per-



Taking part in the ceremony launching a nationwide educational campaign about epilepsy through local women's clubs are Melvin J. Maas, Chairman of the President's Committee; Mrs. James A. Scarbro, Director of the Junior Clubs of the General Federation of Women's Clubs; and Thomas E. Jenks, President of the Epilepsy Foundation. Chairman Maas announced at the opening of the drive, held at the annual convention of the General Federation of Women's Clubs, that one of the major objectives of the campaign "is to create job opportunities for epileptics through a broad dissemination of information about the condition."

formed a needed public service in sponsoring and publishing the results of this study.

It is hoped that its publication will enable more people to become aware of the laws affecting persons with epilepsy in their respective States, and that they will be inspired to evaluate their laws

in the light of current medical knowledge.

I especially commend the contents of this report to the chairmen of the various Governors' Committees with the hope that they will bring the facts to the attention of legislators, administrators, employers, and union leaders.

"MARCH OF THE VALIANT"

The man on the cover is retired U.S. Marine Bandsman Henry Stephan, composer of "March of the Valiant"—a stirring march in the John Philip Sousa tradition which he dedicated to the handicapped of the Nation. Completed scores of the March have been sent to all Governors' Committees for formal presentation to State Governors. It is hoped that the March will be played by bands at State functions for a long time to come.

Los Angeles Committee Stages Double Purpose Tribute

THE Los Angeles Mayor's Committee on Employment for the Handicapped recently put on a display of international communications which dramatically pointed up the truly universal language of disability.

The Committee combined its annual high school essay contest awards luncheon with a special tribute to Nagoya, Japan, sister city affiliate of Los Angeles under the People-to-People Program. Some 400 guests led by Los Angeles Mayor Samuel W. Yorty and the Honorable Matao Uriu, Consul General of Japan, attended the colorful awards ceremony to honor the 10 city high school students who submitted the winning essays on the theme, "The Role of the Community in the Employment of the Handicapped."

The luncheon climaxed a year of communication between those interested in the handicapped in Nagoya

and Los Angeles. Receptionists and hostesses in native Japanese kimonos, an 8-foot golden shrine which was a gift to Los Angeles from the city of Nagoya, bilingual banners, and a display of Nagoya-made products added to the international motif.

Mayor Yorty, who had just returned from a visit to Nagoya, expressed his appreciation for the tremendous good feeling toward the people in Los Angeles that exists in that city.

The California Governor's Committee started the contacts between Nagoya and Los Angeles in the field of rehabilitation late in 1960 by urging the 40 community committees—where town affiliations had been established—to make contact with their counterparts overseas.

Early last year, the Los Angeles Mayor's Committee initiated correspondence with fellow rehabilitation workers in Nagoya. An exchange of communications followed, including a detailed report of Nagoya's city-administered program of rehabilitation of the handicapped. These reports have been augmented by personal visits and observations of the needs, problems, and programs for the handicapped in Nagoya.

Following a special message read at the luncheon from Mayor Kiyoshi



Dianne Kubota, Queen of the 1961 Nisei Week Festival, greets two student winners before the golden Nagoya shrine.

Sugito of Nagoya, Mayor Yorty and Virginia Scott Kellogg, R.N., Chairman of the Mayor's Committee, presented awards to the 10 high school students for their winning essays. Mrs. Kellogg also presented a President's Committee Employer Merit Award to the Specific Plating Co. of Los Angeles, citing the firm for its example to other employers in hiring mentally retarded persons.

The successful relationship established between those interested in the field of rehabilitation in Los Angeles

and Nagoya prompted the President's Committee to cite this sister city program as an excellent example of the People-to-People program at work. A leaflet describing the project, and encouraging other State and local committees to establish overseas contacts through sister city affiliations, was sent to each State Chairman and Secretary. The leaflet points out that more projects, similar to the Nagoya-Los Angeles link, can achieve greater international understanding and improve rehabilitation throughout the world.

THEY GET THE JOB DONE!



IF IT'S impractical, due to the seasonal or temporary nature of operations, for an industrial plant to hire many handicapped workers, there's still a common ground for getting a job done quickly and at the same time utilizing the proficiency of certain handicapped persons.

The C. H. Musselman Co., Biglerville, Pa., packs tomato juice in 6 oz. lithographed cans—by the millions. Most of them go into large cartons, but a relatively new idea calls for some to be inserted in a specially designed sleeve holding six cans.

A great amount of tedious work is required to package 7,500 cases of juice in this way, but a small crew at Occupational Services, Inc., Chambersburg, Pa., efficiently assembled the packs as illustrated in the accompanying picture. This workshop offers employment to 35 or 40 mentally and physically disabled persons. In the past 5 years, 29 handicapped persons have “graduated” from Occupational Services, Inc., into permanent competitive employment and into their rightful place in society.

Master Bootmaker

GENE TRUITT lost his left leg at sea in the Merchant Marine. But tourists in Colonial Williamsburg, Va., watching him operate as a master bootmaker in an 18th Century Boot Shop, don't seem to notice. They don't even notice the roughhewn wooden crutches perched beside him at his work bench.

Their eyes are on his quick, deft fingers as he hand-produces leather shoes, powder pouches and belts with crude 300-year-old awls, needles, and hammers.

Truitt, who observed his ninth anniversary with Colonial Williamsburg in September 1962, doesn't wear an artificial limb. It wouldn't be in keeping with his Colonial costume, he explains. His crutches take him everywhere. In fact, during his time off he "still dances a mean jitterbug," a fellow craftsman observed.

Truitt joined Colonial Williamsburg, a city restored to its 18th century manner by Rockefeller funds, as an apprentice bootmaker. In 4 years he rose to master bootmaker. He's been at it ever since, displaying his skills to hundreds of thousands of visitors from all over the world.



Gene Truitt

Officials of Colonial Williamsburg have the highest praise for their handicapped bootmaker.

Said William Geiger, director of Colonial Williamsburg's craft shops: "Mr. Truitt's ability to make things in leather has been invaluable in such projects as equipment for the Colonial militia and other reproductions of early American leather products."

Adds James A. Fuller, director of employment: "Mr. Truitt's loyalty and conscientiousness as well as his consistent productivity despite his handicap have served as inspirations for many of our other employees."

1963 ANNUAL MEETING OF THE
PRESIDENT'S COMMITTEE
MAY 9 AND 10

When the sense of beauty is evoked in us by lovely forms, textures or other stimulating qualities of objects through the feeling hand, it may be as real, as satisfying aesthetically, and as lasting as can come through any other of our senses of perception.

—ALLEN H. EATON
Author of "Beauty for the
Sighted and the Blind"

A Sense of Dignity Through the Sense of Touch

By Edmond Leonard

WITH the soft but salty remnants of her Tidewater Virginia accent seasoning her speech, and with the artistic gestures one expects of an accomplished sculptor, she chips away with indignation at the thoughtless treatment of the blind.

"The keynote is human dignity." To emphasize her point she carves the air with her closed fist, as though with a chisel, giving shape and form to her deep-felt conviction.

"Museums must be stimulated to recognize the dignity of every individual. They cannot go on slamming doors in the faces of persons who see with their minds. Beauty, art, culture—these are vital ingredients which feed our very essence and nourish our humanity. Most of us can never reach the state of satiety. But the blind rarely and barely are able to whet their appetites."

Virginia Morris Pollak, sculptor and educator, knows her way around art museums. Her works have been exhibited in many of them, and, as reproductions, they have circulated in international art circles. She knows the inestimable pleasures which museums bring to the public—the euphoric thrills of viewing the fascinating and fantastic wonderlands housing our cultural heritage.

Because of her firm realization of the worth that museums contribute to a full life, she is crusading to open the doors of New York's museums to the blind. Tactile art, in 3 dimensions or bas-relief, is suitable for viewing by the blind, she points out, and should

be available to them. The elements of beauty are, through this medium, accessible to their sense of touch—the form, shape, proportion, the harmony of curves and straight lines, the endless variety of surfaces.

The staunch foe she has to fight, however, to enrich the view of the blind, is the ever-present museum sign that cautions, "Don't Touch."

Why not touch, she asks rhetorically. Touching improves the patina of some bronzes and woods, and the relatively small number of blind visitors who would need to touch museum statuary would never be sufficient to wear away the forms.

Once while walking through the Metropolitan Museum she heard a girl describing a statue of an Egyptian cat to her blind companion. "If I could only put my hands on it I could understand it so much better," remarked the blind friend. This plaintive scene made a lasting impression on Mrs. Pollak.

About this time she was devoting her talents as a Red Cross volunteer at Halloran Army Hospital on Staten Island. She was working daily with the handicapped—the veterans maimed by the war—in a most exacting professional way. It was her assignment (and how the doctors were grateful to have a sculptor in their midst), to make the medical moulages or impressions preparatory to plastic surgery.

She had walked into this volunteer work with some misgivings about what contribu-

tion she could make to the war effort. She expected an assignment in the arts and skills class. But during that period when many persons learned to improvise with desperate suddenness, she was asked to set up a medical moulage laboratory and was given 1 week to learn the technique. During that week she practiced on her garden club friends, and became so proficient in making moulages that her works are scattered around medical centers today. The National Institutes of Health houses some, and a 95 square inch tantalum plate, the largest ever made to replace a skull, reposes today in the Armed Forces Medical Museum.

With the same aplomb with which she tackled the job of patching up the veterans' war-torn bodies, she turned her attention to patching up the broken spirits of the handicapped around New York. It was more than tact and diplomacy which won over the museum directors to permitting a group of blind and near-blind to have a special showing of art objects. It was, she laughingly admits, largely due to sheer patience, perseverance, and prayer until she won approval.

The very first showing for a blind group turned out to be a stiff and stylized comedy, with the humor only apparent from the distance of time. Guards stood menacingly at every door. The blind visitors sat in frightened silence around a huge table. In front

of each was an imposing velvet cushion. Museum attendants in white gloves gingerly rested each art object on the pillows while the viewers, who felt they dare not breathe, lightly dusted the statuary with the tips of their fingers.

Gradually, however, the directors dropped their guards, literally, and permitted Mrs. Pollak to conduct walking tours through the galleries. Epstein's abstract rendition of a mother and child at the Museum of Modern Art was a great favorite. The blind marveled at the incised nose of the mother. They discovered that another reclining figure had no button holes in her flowing robe. One woman was surprised to view a sleeping horse; during all her life she had never known that a horse could lie down.

Mrs. Pollak has a soft spot in her heart for the Museum of the City of New York. Here her groups can view the 17th century as it affected Peter Stuyvesant's colony on the Hudson. Arrow heads, pottery, the costumes of the day, replicas of the colonial houses and shops and the busy activities along the docks are all available for the blind to touch and to learn American history in a manner that especially appeals to them. And for the first time they found out what Washington looked like, and the American Indian.

Mrs. Pollak makes no claim to a casual connection, but following her first few visits

Virginia Pollak (left) brings the stimulus of beauty within reach of a blind friend at New York's Museum of Art.

Sharing the enjoyment of Picasso's humorous execution of a goat are some of the blind persons on a museum tour.



to this, her favorite museum, the director set aside a "Please Touch" room.

By no means does she have carte blanche approval for her groups of blind children and adults to visit New York's museums. Each visit must be negotiated far in advance, and flat refusals are not uncommon. Sometimes she has better luck in receiving a cheerful acceptance of a blinded tour at the Boston Museum. Her reputation as an artist, however (the President has recently appointed her to the Arts Advisory Committee of the National Cultural Center), helps her to gain entrance to the front office, and there her gentle persuasion with museum directors sometimes works like a sculptor's mallet in hammering down resistance.

When her mallet meets with a particularly plastic attitude, Mrs. Pollak never misses an opportunity to strike an extra blow to knock down employer resistance to hiring the handicapped. Museums, she explains, can make profitable use of handicapped employees as registrars, cataloguers, receptionists, sales desk clerks, telephone operators, typists, and lecturers.

Virginia Pollak is not satisfied with the limited viewing audience of blind which have

an opportunity to accompany her to New York museums. Wherever she travels, in this country or abroad, she tries to interest museum directors in the special needs of the handicapped to cement understanding through the medium of art. She dreams and plans of organizing a traveling exhibit for the handicapped, which will visit museums all over the country, so that the blind everywhere can appreciate the works of art which presently are hidden from their view. And later, she wonders, why could not an exhibit for the blind and handicapped in general make the rounds of special schools and classes for exceptional children.

She is already busy contacting sponsors for such an exhibit, energized by the beautiful exhortation contained in a letter from Helen Keller:

"The more you accomplish in bringing to their touch the forms of the ancient, the strange, the quaint and the beautiful which the seeing enjoy, the more you will enrich the world of the blind and foster between them and normal people the sympathies of joy and artistic appreciation which are the imperishable blossoms of human life."

The Funny Side

WHEN mixing with groups of people, I take the first opportunity of telling them frankly of my handicap. This secures the cooperation that we H.O.H. (hard of hearing) all need, and saves misunderstandings. Quite often my holidays are spent in the guest houses of a big holiday movement, and the size of the bedrooms sometimes necessitates sharing. My plan is to get my roommates together and explain that, once divested of my "aid," I shall be practically "dead to the world," quite unable to hear their bedtime stories, and may even miss the rising bell in the morning.

Now, on the occasion to which my story relates I was sharing with only one other.

I approached her, but before I could get out my little piece, the lady, with an apologetic manner, said, "Er,—I have something to tell you."

"Yes?"

"Sometimes, in the night, I—I grind my teeth."

"Well," I exclaimed, "you've got the right partner *this* time. You can grind away to your heart's content. I shall know nothing. I'm deaf."

Oh, how we chuckled! . . . Yes, even a disability has a funny side, however hard it might be to believe.

—Kate Stevens

The Silent World, October 1961

Effective Utilization of the Handicapped

By Alex J. Simon

EDITOR'S NOTE: The following article is based upon a Ph. D. dissertation submitted by the author to the Graduate School, University of Texas.

TWO thousand years ago, man's average life expectancy was about 25 years; at the beginning of the twentieth century, it was 49 in this country. At present, the average for the entire population is nearing 68—and it is reasonable to assume that the figure will keep rising. Many who leave the hospital medically cured also leave with a serious handicap. This further enlarges the economic problem of the handicapped unless the same society which saved their lives can also give them a chance to earn a livelihood.

It is evident that much has been done to save human lives and to train those whose injury or illness left a residual handicap. The social forces in America have been fairly successful in awakening the American people to the fact that helping the physically impaired is the humane thing to do. Thus, the social and political problems of the physically handicapped have been partially solved. It is also evident that many employers have recognized the economic plight of this group for there are thousands of handicapped people in this nation gainfully employed. Many thousands of other handicapped people, however, are still on the relief rolls for some reason or other—perhaps because of lack of understanding, or information, or of mistaken prejudice against the handicapped on the part of other employers.

The major problem faced by the unemployed physically handicapped has

been one of gaining employer confidence in their ability to work efficiently. Many large employers, in public statements, have asserted that the handicapped people who work for them are economically competitive with their so-called physically sound employees. On the other hand, it is evident that many other employers are reluctant to employ disabled people—as is evidenced by the large number of unemployed but willing people with minor physical limitations.

A survey of the literature made available by the United States Civil Service Commission; the United States Department of Health, Education, and Welfare; the President's Committee; many private social organizations interested in the problem; and by executives of many large industrial concerns indicated that two basic themes seem to emerge: "It's Good Business to Employ the Physically Handicapped" and "It's Ability that Counts, not Disability." Many men with management responsibilities do not respond to such general statements, however. They seek specific answers to such questions as: "Is the average handicapped person as productive as one without a handicap?" "How do the respective safety records compare?" and "How do the handicapped compare with the nonhandicapped in stability, ability, attitude, labor turnover, etc.?"

(Continued on p. 12)

Coworkers Communicate With Deaf Girl In Sign Language

By Orpha Cross

EMMMA DEAN FARMER, an attractive deaf girl, soon solved the communication problem for her supervisor in the Tennessee Department of Employment Security by teaching her the sign language (dactylology).

Her supervisor, Mrs. Everett (Mary Etta) Griggs, had considerable doubt about her ability to communicate when Emma Dean joined the Department early this year. Mrs. Griggs attempted to write notes to give instructions for handling the business at hand, including the processing of job insurance claims.

Now Mrs. Griggs is taking advanced

training in the art of communicating ideas by signs made with the fingers. She has advanced from the single-hand manual alphabet—spelling out words, letter by letter—to word signs: the ability to use a hand movement to indicate a word or a phrase. The two attractive young women and their fellow workers carry on conversations in the sign language while visitors look on in amazement.

"We save a lot of steps, too," Mrs. Griggs reported. "Instead of walking across the room to say something, we stay where we are and communicate with our fingers," she explained.

Training Supervisor Charles W. Oliver, Tennessee Department of Employment Security, uses an opaque projector to project sign language symbols on a screen while Emma Dean Farmer communicates with her hands. Her supervisor, Mrs. Mary Etta Griggs (right) watches the screen where the pictures are being projected. Oliver has been using the new training device as a helpful aid in other training sessions.



Miss Farmer has been deaf since she was 22 months old as the result of a throat infection. She attended Knoxville School for the Deaf, then learned to operate a key punch machine at a Nashville business school.

She was referred to the DES Machine Operations Section by Tolbert Atnip of the State Education Department's Vocational Rehabilitation Division. Mr. Atnip wanted the pretty young lady with the nimble fingers and alert mind to learn printing, but Emma Dean preferred the newer field of data processing.

Accurate, observant, and a gifted mimic, she is adored by fellow workers and constantly imitates their mannerisms with resulting gaiety in a section where the workload is heavy and often monotonous.

She is the daughter of Mr. and Mrs. Thomas E. Farmer of 1588-A 9th Avenue North, Nashville. Her mother is deaf and her father is semi-deaf, but her sister, Nancy, and her two brothers, Gus and James, can hear. Both brothers are in the Army—Gus in Hawaii, and James in Arkansas.

AMA Backs Employment of the Handicapped

THE American Medical Association has endorsed programs designed to rehabilitate handicapped individuals and make them wage earners.

A resolution, making employment of the handicapped part of the Association's official policy was introduced by the AMA's Council on Occupational Health, and approved by the House of Delegates at the AMA's Annual Meeting in Chicago.

Dr. Rutherford T. Johnstone, Chairman of the Reference Committee, submitted the resolution to the House. He said:

"Your Reference Committee heartily approves of this resolution. This action is further evidence of the leadership by the AMA in the field of rehabilitation. This action should stimulate greater physician participation and leadership on the State and local levels in these programs."

The resolution notes that "many

handicapped persons retain capacity for performing tasks" at levels equal to or greater than the nonhandicapped, that many more persons can be rehabilitated, that in the past employers were not aware of the excellent safety record the handicapped have compiled and that the medical profession "has demonstrated that many of the permanently handicapped people can perform safely and productively" when properly placed.

The resolution concludes: "Now therefore be it resolved that the American Medical Association supports the principle that each individual candidate for employment should be evaluated in light of his ability to perform useful work and be it further;

"Resolved, that the American Medical Association recognizes that handicapped people when placed in positions for which they are qualified, make efficient, loyal, dependable employees."

Effective Utilization of the Handicapped

(Continued from p. 9)

A survey conducted recently at the supervisor, group leader, and employee level sought the answer to these and many other specific questions. The statistical data did confirm the basic proposition that physically impaired people *are* economic assets in the industrial world. The supervisors in this large establishment concurred on many factors with the findings submitted by all management officials in the surveys conducted by the National Industrial Conference Board; Industrial Relations Counselors, Inc.; Chamber of Commerce of the United States and National Association of Manufacturers; and the Bureau of Business and Economic Research, Georgia State College. The areas in which everyone seems to agree can be summarized as follows:

1. The severity of the disability does not prevent an employee from doing a good job.
2. The morale of handicapped workers is usually relatively higher.
3. The handicapped employees are more careful than the nonhandicapped; therefore, they have fewer accidents.
4. The handicapped have a markedly lower turnover rate.
5. When properly placed, the handicapped are eager to learn and are, therefore, easier to train than the nonhandicapped.
6. The handicapped are generally more loyal to their employer and have a better attitude.
7. The handicapped do not seek special treatment.

Admittedly, any conclusion must be considered general and preliminary when founded on (1) results of only a few surveys, and (2) surveys that are based on the opinions of executives representing a relatively small number of companies. An analysis of the experiences of several companies, of the surveys previously mentioned, and of the special study conducted at the supervisory level (especially when one finds no disagreement) does permit the conclusion that there are at least several factors fundamental to effective employment of the physically handicapped. These are:

1. Any company should seek to employ persons with the required qualifications to fill specific jobs without discrimination—either favorably or adversely—because of physical impairment, provided any physical limitation does not affect performance or endanger the health or safety of others. (Under such a policy, however, management should expect all handicapped to perform as well and as efficiently as all other employees in the same classification.)

2. Every job should be analyzed from the standpoint of actual physical demands, aptitudes, skills, education, experience, and any other qualification required by the job.

3. Preemployment selection procedures should include thoroughgoing physical evaluations in terms of the demands of specific jobs or types of jobs; arbitrary or rigid standards without regard to work assignments should be avoided. All workers should be placed on a selective basis matching the requirements of the job with the abilities (physical and otherwise) of the worker.

In-plant transfers of workers should be made on the basis of the same performance standards as original assignments.

4. Company physicians should have a complete and accurate understanding of job requirements and working conditions based upon a close working knowledge of jobs through informal contacts and through a formalized system for analyzing the physical requirements of each job or classification.

5. Programs for safeguarding employee health and safety should include adequate medical controls over the transfer or movement of personnel from one job to another and should include periodic physical examinations at least for employees with serious limitations and for all employees exposed to hazardous jobs or to potentially toxic working conditions. When necessary (in case of a disabled person) limitations should be imposed on a transfer from an assigned job pending clearance by the medical department.

6. The members of supervision should be trained to accept in practice and in principle, if possible, the need for carefully considering physical abilities, along with seniority, in transfers, demotions, and promotions caused

by changes in production requirements. Supervisors should be encouraged to participate in the physical demands analysis of jobs and to be very active in the actual matching of the abilities of the employee requirements of the job.

7. Operative training should be made available to all employees (whether or not they are disabled) when a shift in the work requirement leads to many interdepartmental transfers.

8. A firm should centralize the control of transfers and replacement of all workers (considering medical opinion and the supervisor's knowledge of the job and/or employee) to prevent assignment to improper jobs.

It is important to note that no one executive or supervisor has ever inferred that all disabled applicants must be employed; the contrary is usually recommended, i.e., handicapped applicants should not be employed for jobs they cannot perform because of lack of ability or specific qualification. Nor should any employee (whether disabled or otherwise) be promoted to another position without giving due consideration to matching the ability of the employee with the requirement of the job.

PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

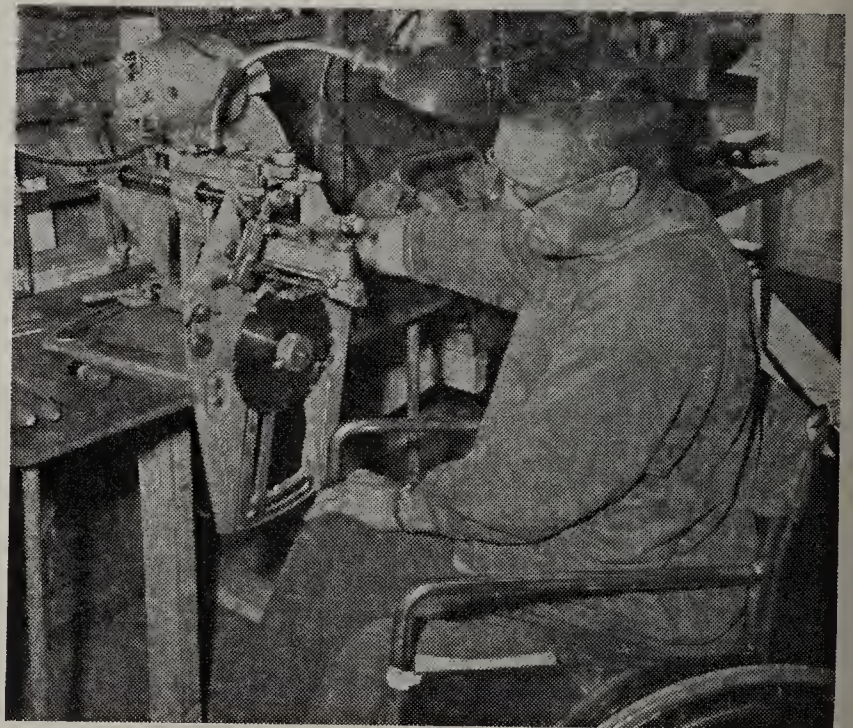
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THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE HANDICAPPED
WASHINGTON 25, D.C.

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE HANDICAPPED

Paraplegic Opens Saw-Filing Business



RAYMOND H. KRUGEL, of Antigo, Wis., shows how he has rehabilitated himself by building up a rewarding saw-filing business in his garage. A paraplegic injured in World War II, he had to find a sedentary occupation. So, by installing an automatic hand saw retoucher, a saw setter, and a circular saw grinder, all of which he can

operate with his hands, Mr. Krugel is attracting customers within a 30-mile radius of his home. Not only has he reclaimed for himself both independence and an income, but, "I've made a lot of new friends and renewed a lot of old friendships," he points out. "My only regret is that I didn't start in this business 10 years ago."

"HOW MY COMMUNITY BENEFITS FROM THE
ABILITIES OF HANDICAPPED WORKERS"

15th Annual National "Ability Counts" Writing Contest for 11th- and 12th-
Grade High School Students Sponsored by the President's Committee

THE STORY OF THE HANDICAPPED



The seal of the President's Committee on Employment of the Handicapped is a circular emblem. It features an eagle with its wings spread, perched atop a shield. The shield is decorated with a pattern of stars and stripes. The text "THE PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED" is inscribed around the perimeter of the seal.

Performance

THE STORY OF THE HANDICAPPED

Monthly Publication of the President's Committee on
Employment of the Handicapped

Maj. Gen. Melvin J. Maas, USMCR Ret.

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Lawrence T. Burdick, *Editor*

Edmond J. Leonard, *Managing Editor*

Leah Smuckler, *Associate Editor*

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Photo Credit: U.S. Department of Labor.

Associate Members

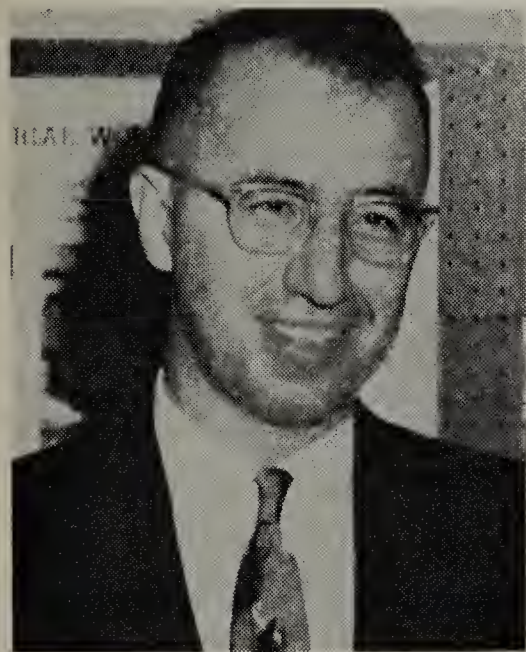
The Secretaries of State, Treasury, Defense, Interior, Agriculture, Commerce, Labor, and Health, Education, and Welfare; the Attorney General, the Postmaster General, the Administrator of Veterans Affairs, the Chairman of the Civil Service Commission, the Director of the Office of Emergency Planning, and the Administrator of the General Services Administration.

Use of funds for printing this publication has been approved
by the Director of the Bureau of the Budget, July 5, 1962

An Enterprising Enterprise In Epilepsy

By Frank Risch, Ph. D.
Project Director, EPI-HAB U.S.A., Inc.

THE brain, which is the seat of knowledge and the host to epilepsy, is also the prime mover of man's creativeness. Through a rich brew of imagination, initiative, and energy,



Frank Risch, Ph. D.

Epi-Hab (an industrial firm employing epileptics) has created jobs for its people by becoming the leading bowmaker of the West.

It all started 3 years ago when Epi-Hab was asked to make some 50,000 gift bows for one of the leading fruit-packers in Los Angeles—Mission-Pak. Who would have guessed that in 3 years Epi-Hab would become the largest converter of gift ribbon in the 11 Western States? It could never have been achieved without the instrumentation and many assists from the Minnesota Mining organization. Indeed, 3-M has played a vital role in this phenomenal growth.

Today Epi-Hab not only converts its ribbon into bows to enhance the products of some of the Nation's leading companies, including Max Factor, Van de Kamps, Santa Fe Winery, Avon Cosmetics, Waste King, General Electric, and many others, but in addition it has structured and developed a resale line which includes such customers as Sears (Western Division), Newberrys, Mode O Day, Colonial Dames, Macy's-San Francisco, Hartfields, Knotts Berry Farm and Disneyland.

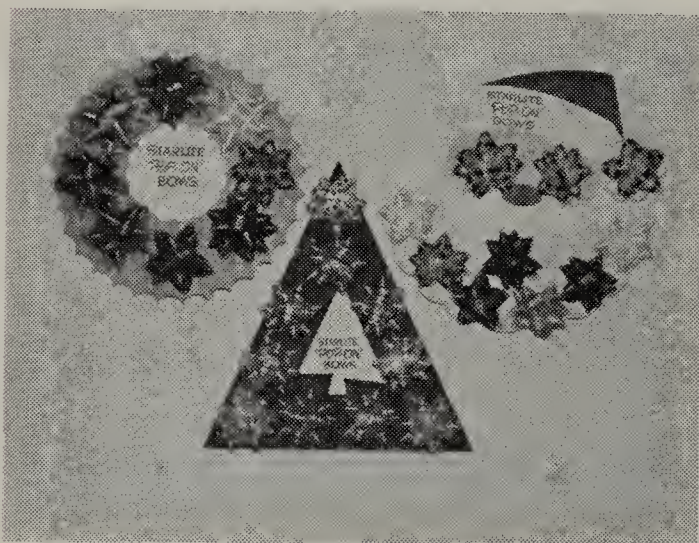
Bows are also made for many greeting card companies—Buzza Cardoza and Friendship Greeting, to mention a few. Some of the leading discount chains have availed themselves of Epi-Hab's skill and know-how to make bows for them. These include Fed-Mart, Uni-Mart, GEM, and a score of others. Numerous paper supply firms, such as Wilson, Hollywood, Blake, Moffitt and Towne, Zellerbach, Dixon Paper Co., and others, are zooming bow production and providing gainful employment for the epileptic.

The bow development has given added spark to the endeavors of the Veterans' Administration center in Los Angeles and to the Epi-Hab community programs in expanding job opportunities for the epileptic. The conversion of rolls of ribbon into star bows, pom-poms, tie-ons, adhesive back and pin anchored bows is skillfully done by the epileptic under the Epi-Hab trade



Minnesota Mining automatic, electronic, and versatile bowmaker, being operated by Clyde Cole, an epileptic member of the domiciliary and a rehabilitee of the program. Mr. Cole, in addition to his epilepsy, had a severe right arm injury, resulting in marked atrophy and loss of function. His performance level in the program has been outstanding and he is taking a discharge to resume living in the community.

name. These employees operate intricate electronic bow making equipment, mechanical contrivances and a variety of modified mechanical devices to produce bows.



As the Holiday Season approaches, the tempo of activity rises. Epi-Hab bows are found countrywide in chain stores, discount houses, department stores, gift shops, Navy exchanges and

Veterans' Administration hospital canteens. Without the understanding and assistance from a number of ribbon manufacturers, including Chicago Printed String, Tex-Lon, and others, and the ready acceptance of Epi-Hab's bow production by the community of distributors and jobbers, Epi-Hab could never have achieved the enviable position as the bowmaker of the West. When epilepsy can be envied, then it has truly arrived and whatever stigma still resides in the word must have been somewhat dislodged.

Guidance in bow making and packaging has come from executive and management personnel of Sears, Newberrys, Butler Bros., Minnesota Mining, and others. These people have given time and counsel and have contributed immeasurably to Epi-Hab's sound program in bowmaking.

Arkansas Center Restores Confidence to Blind

ALANKY, good-looking teenager who felt that the world held a grudge against him arrived at the Arkansas Enterprises for the Blind Rehabilitation Center a few months ago.

He was bitter because he had lost the sight in one eye at 9 years of age when a chip of wood hit it, and then lost the sight in the other while squirrel hunting just before entering the Center. For a star basketball player who liked to go out with girls, this was a devastating blow.

And now this same boy is enthusiastically planning to finish high school and go on to college (which he had never considered before). What brought about the change?

"When I got to the center I found there were people worse off than I was and I could count my blessings. I wish I had the gumption some of them have.

"I've decided with the help of counseling here that I want to go to college and I probably wouldn't have done that if I hadn't lost my sight."

This story, with variations, has been repeated many times over at the AEB Center at Little Rock where the individual approach is the key to success with trainees. More than 900 blind persons from 25 States and 4 foreign countries have received training at the center. Of this number, 30 percent went on to college, another 40 percent went into jobs, and 20 percent are homemakers. The trainees have ranged in age from 16 to 72, and they have been trained for everything from col-

lege preparation to independent living for senior citizens.

The center is sponsored by the Lions of Arkansas who contribute toward its annual operating expenses. The Lions raised \$200,000, with Federal funds under the Hill-Burton Act matching 2 for 1.

The center staff is made up of people who are genuinely interested in blind people. The staff members, who are both blind and sighted, account more than anything else for the center's remarkable success. Because they are dedicated and believe in what they are doing, they are able to produce some resounding results.

The program includes psychological evaluation and counseling by a staff psychologist and psychiatrist; training in the daily demands of living including grooming, etiquette, and health care; home management; physical education and recreation, including bowling, swimming, and dancing; mobility training; instruction in communicative skills such as typing, scriptwriting, telephone dialing, braille and speech; crafts and weaving; and shop techniques in woodworking and the use of power tools.

Field trips for job observation, parties, participation on Lions Club and television programs, talent shows, informal get-togethers and group discussions give variety to the course of training.

Roy Kumpe, the present executive director of the Arkansas Enterprises for the Blind who is visually handi-

capped himself, was also its founder. The original purpose of the AEB was to help blind people find work; but after a few years of directing the vending stand program which did furnish employment for them, Kumpe was faced with another problem.

"I found that you couldn't take a man who had been sitting in a rocking chair for years or especially one who had just had the shock of losing his sight and say, 'here is a job—go to work,' " he said. "These people had no way of getting back and forth to work, and they needed help in regaining their confidence in themselves if they were to go to work."

So in 1947, after selling his idea to the State Lions who gave him financial support, Kumpe opened the doors of the AEB Rehabilitation Center. The program has been growing by leaps and bounds ever since, with the new buildings as a culmination of the many years of work. Less tangible but far more important is the effect which the center has had on the many lives which it has reached. Many of the center's former trainees have gone on beyond college into graduate and professional training, and others are highly successful businessmen. Others work at jobs of many types which keep them from being dependent and frustrated.

One former active clubwoman who lost her sight and came to the center for adjustment training summed it all up with these words:

"I count for something again," she said happily as she left. "Now I feel important and useful again and I know that I can amount to something in community life again."

Survey on Impairments

ACCIDENTS cause more physical impairments among Americans than any disease, according to Assistant Surgeon General A. L. Chapman of the Public Health Service. They injure and impair more people and their impact is heaviest in those age groups from which the Nation must draw the bulk of its productive and military strength.

This conclusion is drawn from an analysis of the latest figures from a National Health Survey study of impairments. The analysis shows that accidental injuries caused about 75 percent of all amputations. Among males, accidents caused five times as many amputations as all other causes combined.

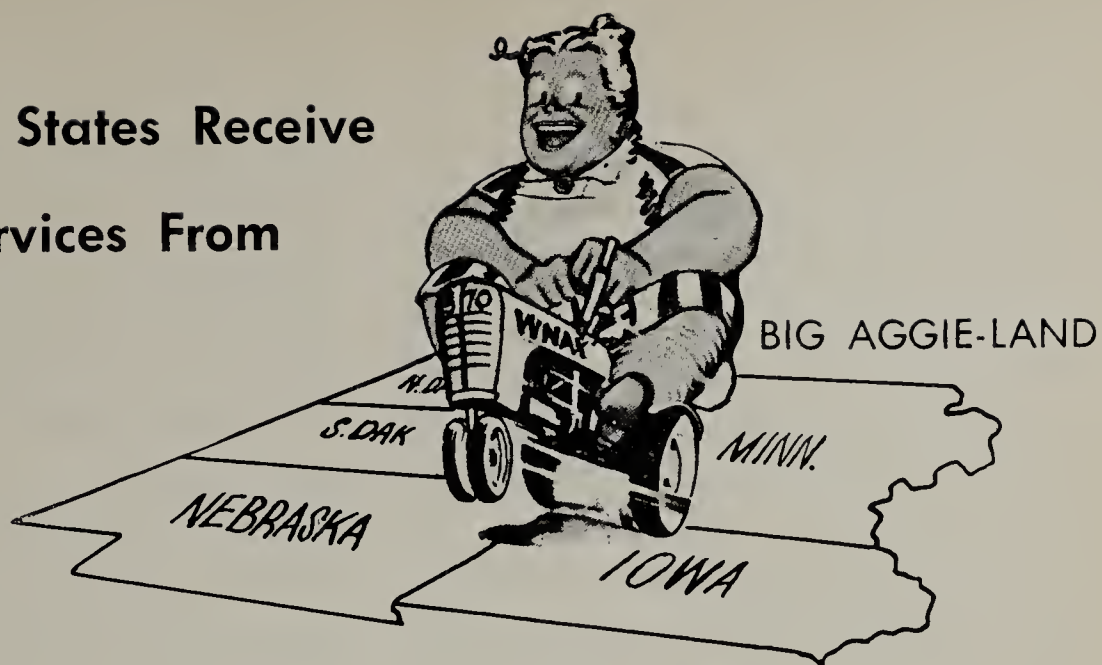
Of the 3½ million visual impairments totaled in the survey, over 500,000 were due to accidents. Accidents cause about three times as many visual impairments among males as among females.

A total of 6 million hearing impairments were counted, with 400,000 of these due to accidental causes. The highest percentage of hearing impairments—almost twice as high as in the total population—were found in the 25-to-44 age bracket.

Of the approximately 100,000 paralytics in the survey, about 14,600 were paralyzed because of accidents. The rate among persons under 45 is 20 percent, compared with 15 percent in the total population.

Detailed information is contained in *Health Statistics*, Series B—No. 37, published by the Public Health Service.

Five Midwest States Receive Placement Services From Radio Station



A SOUTH DAKOTA businessman, weary after a day full of problems, sits down in his living room to relax and let his radio divert his troubled thoughts. Five minutes separate him from his favorite news program. It was a discouraging day to look back on. The job order for his most faithful customer was 2 weeks behind schedule—employee absenteeism and inefficiency had wrecked the timetable—and that very day his shop mechanic had walked off the job without advance notice. Where in the world, he wondered. . . .

As if by chance, but actually by intent, the voice from his radio penetrates and meshes with his musing: “. . . seeks employment as mechanic or in mechanical area. This man is a high school graduate and has had additional training in mechanics from a trade school. Excellent qualifications. Willing to relocate. . . .”

It was Yankton's Station WNAX presenting its “Handicapped” program, aired for 3 weeks last Spring throughout South Dakota and the neighboring

States of Nebraska, Iowa, Minnesota, and North Dakota. The announcer was giving availability notices of Status 6 cases—those persons rehabilitated by the Service to the Blind offices within the 5-State area and who were now ready for employment. Interspersed among the listings of available employees were announcements concerning job proficiency, absenteeism, and similar information concerning the employee potential of visually handicapped persons—all aimed at encouraging employers to consider handicapped workers for their companies.

“. . . Male, age 36, married, two children, has light perception, travels independently. . . .”

This applicant was rehabilitated by one of the 5 State agencies serving the blind within the listening territory of Station WNAX. What better means to make his rehabilitation complete and meaningful than to achieve a successful job placement, and what better means to make known to employers his availability than to draw upon the civic

responsibility of Station WNAX, Yankton's Sound Citizen?

Such programming is nurtured by a strong community spirit, and Station WNAX displayed a responsible attitude toward cooperating with local officials for the betterment of the community. The "Handicapped" program was born, or more appropriately, "brewed," in a coffee shop meeting between Howard H. Hanson, Director of South Dakota's Service to the Blind agency, and Elmer Smith, Station Manager of WNAX. Mr. Hanson is also Chairman of the Governor's Committee on Employment of the Handicapped.

The coffee break followed a broadcast taping session for NEPH Week at the radio studio—Mr. Hanson and the manager of a local electronics firm were interviewed about the need for increased employment opportunities for the handicapped. The day's business held precedent over the coffee cups, however, as Mr. Hanson discussed with the station manager the services offered by his department to visually impaired persons.

This conversation reminded Mr. Smith of a show which had just ended on his station concerning teacher placement. Many vacancies in teaching positions were filled as a result of broadcasting lists of teacher applicants and job openings. If this program idea was successful in placing available teachers, why couldn't it be extended to the placement of the handicapped, Mr. Hanson wondered. The station

manager became immediately interested and offered the facilities of WNAX to serve the ready-for-placement rehabilitants. It remained for Mr. Hanson to arrange for submittal of listings from the other 4 State agencies.

"Female—age 42—good travel vision—15 years experience in commercial field—seeks employment as dictaphone typist. . . ."

Employers called the station concerning the announcements and inquiries were channeled to the agency in the applicant's resident State for appropriate follow-through. Satisfied with the success of the project, the Governor's Committee in South Dakota plans to schedule a full 30-day program for all handicapped persons during next October. Such a concerted effort by public spirited citizens to gain acceptance of qualified handicapped workers has dynamic social consequences of lasting importance to the community. Not only are the handicapped benefited in a singular way, but their asset as employees reverts to the benefit of the community.

Employers need able workers; the handicapped need suitable jobs. How can they satisfy their respective needs? In the midwest, by turning to Station WNAX:

". . . High school graduate—able to use public transportation—special training in dictaphone typing received from commercial college—available immediately. . . ."

Proud Accomplishment— An Independent Life

EDITOR'S NOTE: *The source of this story is writer Bill Rice of The Cleveland Press. We are grateful to his editor, Louis B. Seltzer, for permission to adapt this story and for the use of the accompanying photo.*

MAN'S natural will to dignify through employment his mission in life assumes added determination when that inclination is thwarted by a handicap. Pride in achieving an independent life elevates the most menial tasks, for the dignity of work refuses to be compromised by soiled hands or lowly station.

venture presided over by Mrs. Kay Townsend, a widow with arthritis and bronchial asthma. Her coworkers are Julius Thompson, partially paralyzed from a cardiac condition, and Robert Jackson, whose crutch symbolizes his incomplete recovery from an 85-foot fall in 1954.

"We're all crippled one way or the other," Mrs. Townsend puts it, "but we want to work and we do. We don't ask for anything but the chance."

Their chance comes anytime there is a job nobody else has the time—or the desire—to do. Such jobs as shoveling snow, cleaning out basements, moving

Robert Jackson (left) and Julius Thompson go over the day's assignments with Mrs. Kay Townsend.



Shown above are three persons who have known pain and illness, but whose faces convey a clear message of proud accomplishment. Despite their individual handicaps, they are specializing in doing things—because they want to work and they have rigidly sought things to do.

They are partners in Kay's Light Hauling and Rubbish Removal Co., of Cleveland, Ohio, a loosely organized

and hauling, removing debris from vacant lots, backyards and garages, painting, plastering, carpentry, and the like.

This is the alternative to public assistance they doggedly seek. "You can make a living some way," Mrs. Townsend says. "You don't have to go on relief. You can take a rake and a shovel and find plenty of work to do."

The Harvest Years Can Be Productive Years

ONE fine recent morning 20 men and women converged from subway and bus to report at their new jobs in a converted factory near Coney Island. As they took their assigned places before different products ranging from hardware to toys and plastics, the similarity of their state in life became interestingly apparent, even to themselves. A shy glance past his workbench brought each employee to realize that he shared much in common with his fellow workers. Every one there was more than 60 years old and every one was severely disabled.

This pilot neighborhood workshop, with each person assigned to subcontracts according to his special skills or preference, is designed to evaluate the response to regular employment of disabled men and women in the older age group. An earlier project had demonstrated that disabled older workers could be successfully retrained and placed in employment—so conclusively, in fact, that the scene at Coney Island was being repeated in Kansas City and St. Louis, Mo.; St. Paul and Mankato, Minn.; Milwaukee, Wis.; Miami, Fla.; and the Virgin Islands.

Through such rehabilitation projects, supported by grants from the Office of Vocational Rehabilitation, an older disabled person is able to achieve self-respect and dignity during the later years of his life.

Older persons suffer disproportionately from chronic illness and physical disability. Diseases of the heart and

related cardiovascular illnesses are responsible for most of the disability among the aging. Of the estimated million or more partially paralyzed persons in the country, a majority are more than 50 years old. The incidence of mental illness increases with age, and 25 percent of the patients in mental hospitals are more than 65 years old. Arthritis incapacitates many aging people. Two-thirds of the country's blind people are 45 years old or more, and 56 percent of our deaf persons are above that age.

Usually the economic condition of older persons makes it more difficult for them to bear the costs of prolonged medical services. They become an increasing burden to their children with the consequent loss of dignity and independence. As the lifespan has increased, chronic disease has increased proportionately with the older persons as the particular targets. Because further extension of the lifespan is inevitable, a still further increase in chronic disease is inevitable, with all its burdensome economic aspects.

The Office of Vocational Rehabilitation has estimated that about 1.5 million of the 5 million long-term disabled persons of 45 years or more—among them 115,000 persons of 65 years and beyond—would be feasible for vocational rehabilitation through the nationwide State-Federal program, which emphasizes employment. The public program of vocational rehabilitation is employing fresh endeavors, new concepts, and

new methods for restoration of older persons to productive work to enable them to lead fuller and more useful lives, and reduce the enormous toll of dependency on families, on institutions, and on the public purse.

Under the rehabilitation program, there has been since 1945 a steady increase each year in the number of older disabled individuals rehabilitated into gainful employment. In 1945, for instance, 7,344 disabled persons 45 and older were rehabilitated. This represented 17.5 percent of the total rehabilitated that year. In 1952, there were 16,034 disabled persons in this age group rehabilitated, and the number jumped to 21,086 by 1957. Last year 26,900 persons 45 years of age and older were rehabilitated, representing 29.1 percent of the total.

A wide diversity of disability problems is found among older disabled people. To obtain more knowledge about them, the Office of Vocational Rehabilitation is helping to support research and demonstration projects, such as the one in Coney Island. Since 1954, the Office has provided financial assistance amounting to almost \$7 million for 71 projects. All of these projects are showing new methods and techniques for dealing with the problems of disability among older workers.

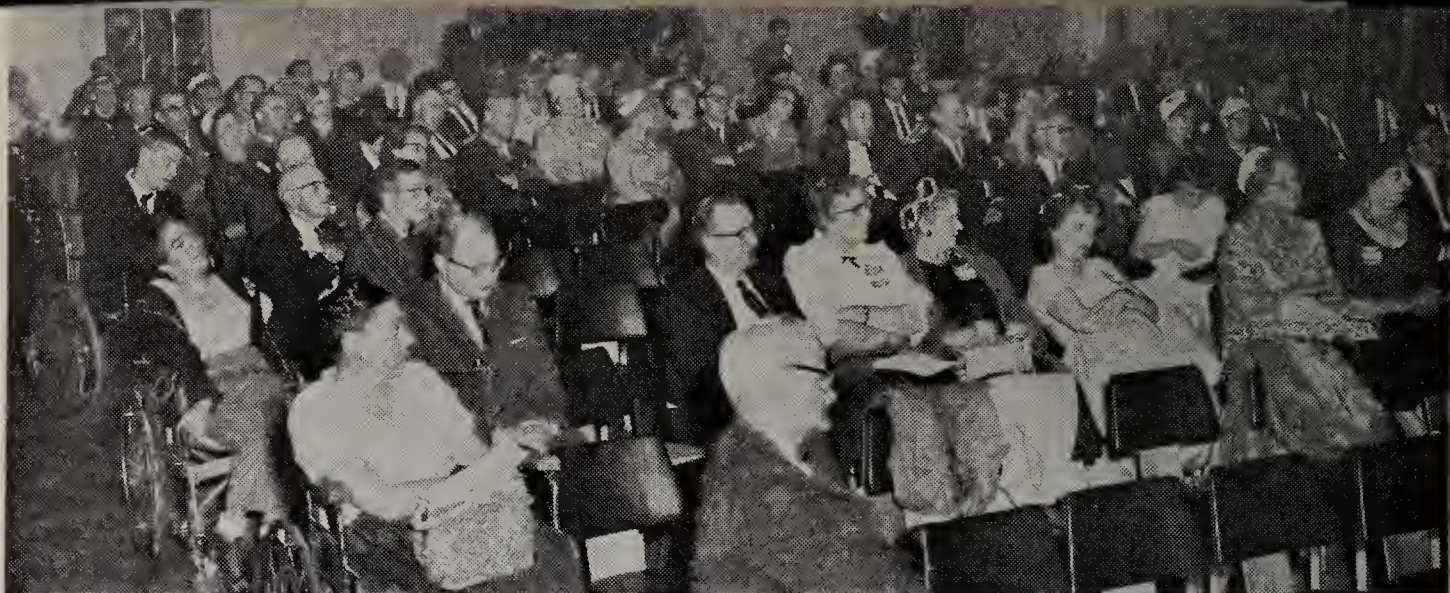
A number of projects are seeking to assist older people confined to institutions and nursing homes to become as self-sufficient as possible. For some, this would mean resumption of a nor-

mal place in community life. The University of Michigan achieved excellent success in a project designed to evaluate and develop the work potential of long-term patients confined to county medical-care facilities. A 72-year-old woman who hadn't worked in 5 years, arose from her wheelchair and walked.

These experimental projects are proving one thing: worthwhile work can be done by mature but handicapped people who are granted their deepest wish, to be allowed to live useful lives.

In the spring of 1961, the Office of Vocational Rehabilitation sponsored two 1-week conferences at the State University of Iowa focused on counseling the older disabled worker. Planned as short-term training workshops, these meetings were designed to increase the understanding and skill of counselors and other rehabilitation personnel who serve older disabled persons. Emphasis was placed on medical and psychiatric evaluation of older workers and patients, counseling techniques in working with this age group, utilization of community services and resources, and employment problems and placement procedures to be utilized with older clients. A report, *Counseling the Older Disabled Worker*, is now available from S. Roberta Church, Consultant on Aging, Office of Vocational Rehabilitation, Room 3516 North Building, Department of Health, Education, and Welfare, Washington 25, D.C.

PERFORMANCE Sends the Season's Greetings and Warm Wishes
for Happiness to All



Miss Edna Anish, a member of Open Doors, serves on the subcommittee on architectural barriers of the Pennsylvania Governor's Committee. She is pictured above in wheelchair (left, foreground) listening to the panel discussion on architectural barriers at President's Committee's Annual Meeting. Mr. K. Vernon Banta, Deputy Executive Secretary of the PC, is seated in the front row.

Open Doors for the Handicapped

TODAY it is increasingly obvious that rehabilitation is much more than the reconstruction or training of a muscle or a nerve. Gradually more and more programs are incorporating follow-through action after physical restoration—action to bring about maximum vocational and social participation.

Since the rehabilitant also requires community opportunities, a much larger rehabilitation team is needed—a team no smaller than the community itself.

It takes an enlightened businessman to hire a skilled handicapped worker. It takes aroused citizens to foster legislation to make possible the financial and social independence of the handicapped. It takes an enlightened local government to grant parking privileges for orthopedically handicapped drivers who need to park close to their schools and jobs; and it takes educated architects and building owners to construct public buildings accessible to and usable by handicapped and aged persons.

An organization concerned with developing these kinds of opportunities is Open Doors for the Handicapped. This is a Pittsburgh organization of both handicapped and able-bodied adults. Some members are professional rehabilitation workers. Others have occupations unrelated to the field. The membership of able-bodied persons who have no vocational relationship to rehabilitation reflects an awareness of the need for everyone to assume responsibility in this area. This is the kind of attitude Open Doors encourages throughout the entire community.

One kind of community opportunity, to which Open Doors has been devoting particular attention, is the opportunity to provide accessible public buildings. Because of architectural barriers—primarily steps—in public buildings, many handicapped adults and children are unable to work, play, or become educated. Steps at most schools, churches, concert halls, libraries, planetariums, and many office

buildings are for many handicapped people impossible barriers or serious safety hazards.

According to a study of the National Society for Crippled Children and Adults, at least 40,000 people (children and adults) in Allegheny County have severe permanent disabilities which affect ambulation. This includes arthritis, polio, multiple sclerosis, muscular dystrophy, cerebral palsy, major amputations, and paraplegia. In addition to this number are unestimated numbers of cardiac disabilities, general debility of old age, and temporary impairments such as fractures, etc.

Within the last 2 years it was estimated by Pittsburgh's director of homebound education that two-thirds of this city's 150 homebound children could attend public school if buildings were accessible.

Of course most public buildings are no longer constructed with the monumental entrances so common 50 years ago. Current structures are relatively long and low. However, since architectural design is not static, there is no guarantee that the long low design will not be reversed in the future. Furthermore, current structures are by no means invariably designed with accessible entrances and interiors. In a recent survey made by Open Doors for the Handicapped, it was found that over 50 percent of more than 150 public buildings constructed between 1954 and 1957 in Allegheny County do not have step-free entrances.

What is the answer? Certainly education of architects and the general public is necessary, but education alone is not enough. It would take many

years. In the meantime buildings which bar the handicapped would continue to be built. Though in the future people would be motivated to build differently, all the existing buildings could not be torn down; many could not even be renovated at a reasonable cost. They would continue to bar the handicapped child from school, from the library, and the adult from a job, from church, from the concert hall.

Even though some building owners and architects once aware of this need would voluntarily construct with the handicapped in mind, this would not be done invariably. Obviously everyone does not have an equal sense of social responsibility. Knowing that some buildings are accessible is certainly no consolation to a handicapped person, when the particular school, church, or office he wants to enter is not accessible.

Therefore, Open Doors feel that mere recommendations are insufficient; they result in only scattered compliance. Legislation is necessary if all public buildings are to be accessible for the handicapped and aged. They are presently working for code amendment in Pittsburgh. Recommended for building regulations is the Standard published in 1961 by the American Standards Association.

The able-bodied community long ago realized their responsibility to themselves and to the handicapped by creating the State Bureaus of Vocational Rehabilitation, by providing Federal and State assistance, and by supporting the many charitable agencies who help the handicapped become self-sufficient. However, without accessible public

buildings, tax monies and contributions cannot realize their full value. This is because many people who have achieved maximum rehabilitation are still unable to use buildings as they are presently constructed.

To enact legislation which makes all buildings safely accessible for everyone, whether able-bodied or handicapped, is to effectively come to terms with a growing community problem.

In 1947 Open Doors started with 4 members; today the membership totals 55. They have been successful in influencing the planning and construction of the new Civic Auditorium and a new dormitory with accommodations for wheelchair students at the University of Pittsburgh.

Following are some of the present projects of Open Doors:

1. When a new building is being

built or an existing building remodeled, contact is made with the architect and builder.

2. A 20 minute slide lecture on architectural barriers is available for showing to PTA groups, civic organizations, and church groups.

3. Reminders are sent periodically to architects.

4. Poster exhibits are displayed at Health-O-Ramas.

5. Promotion of parking privileges for severely handicapped drivers for employment and educational purposes.

6. Promotion of employment of the "homebound" handicapped person; referrals to the Bureau of Rehabilitation.

7. Research and education pertaining to existing accessible traveling accommodations. They are presently compiling a *Guide to Pittsburgh for the Handicapped*.

Nurses Help Handicapped Applicants

By Larry K. Volin

THIS is about a very special girl. She may be a wife, your sister, your cousin, a girl friend, a neighbor. She must be a diplomat, a psychologist, a friend and a person possessing a wealth of information on health, preventive medicine, rehabilitation and safety.

Who is she? In case you haven't guessed, she is a nurse—a very special kind of nurse—because instead of working in a hospital, clinic, or doctor's office, she works in the health unit of a firm or plant. This lady is known as an occupational health nurse or industrial nurse.

She is important in promoting the hire-the-handicapped program because it has been long recognized in industrial medicine that the rehabilitation process of a handicapped individual who is in the labor market is not complete until the person lands a job and is working successfully.

Business, industry, and government have recognized the importance of the contribution of the occupational health nurse to each of their fields of endeavor. For more and more plants, firms and installations of various sizes are hiring these nurses. In larger plants, she may be part of a team headed by a full or

part-time physician. In smaller plants, she might work with a physician who is on call or by herself.

Nevertheless, she works with the handicapped applicant and the handicapped employee already on the job to assist them in adjusting to the job or meet problems which crop up. She gives them the training they will receive in health maintenance while in the plant.

Often, the occupational health nurse is the first person to see a handicapped job seeker when he comes in for a pre-employment physical. She is the first person to see a handicapped employee who comes in for medical attention.

Granted, the nurse has a very thorough grounding of her own field, of first aid and of medicine. But she must possess the skills to communicate. She must have knowledge of safety. She must have knowledge of what makes an employee tick, of new manufacturing processes, the working of new machines, of chemicals and of various products.

Let's take communication skills first. The nurse must be able to impart the facts on health maintenance and safety to help employees understand; must be able to explain the importance of a

pre-employment physical. She must know what to say to an injured worker. She would be handicapped herself without an effective command of communication skills.

Now safety. Although the occupational health nurse does not set safety policy or standards, she can promote safety in her health maintenance work with the employees. Through her record keeping and knowledge of job techniques, machines, chemicals, materials, she can help spot sources of accidents and suggest ways to eliminate them.

Furthermore, this information, coupled with knowledge of preventive medicine, rehabilitation, and personnel management, will enable the occupational health nurse to contribute valuable information helpful to the proper placement of the handicapped and to promotion and transfer of qualified handicapped workers.

Seems like a tough job. Maybe, but it is interesting as well as rewarding work, because the occupational health nurse by using her skills and knowledge on behalf of the handicapped is truly a frontline fighter in the campaign to promote employment of the handicapped.

Reprinted from National Safety Council *Safety Newsletter*
Occupational Health Nursing Section, August 1961 issue.

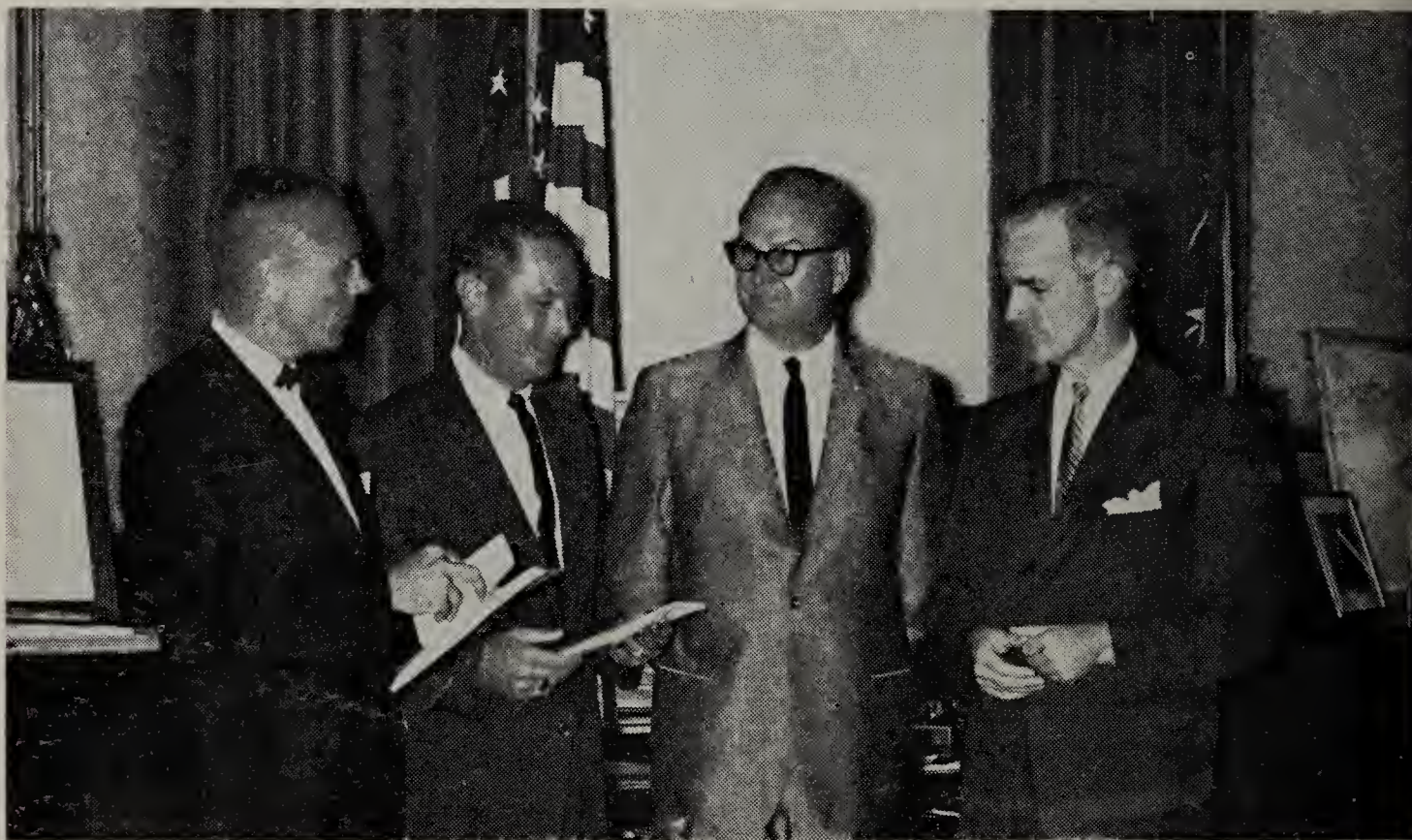
PERFORMANCE is a nationally distributed monthly magazine designed to report progress in the nationwide program to provide employment opportunity for all handicapped workers; to keep Governors' and Community Committees informed of new promotional and educational ideas and activities and to provide all readers with up-to-date general information concerning latest developments in the fields of rehabilitation and placement of the disabled. In a phrase—**PERFORMANCE** presents the case for the handicapped.

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THE PRESIDENT'S COMMITTEE
ON EMPLOYMENT OF
THE HANDICAPPED
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Indiana Governor Receives "March of the Valiant"

TYPICAL of an observance which was repeated about 50 times around the country during NEPH Week is this scene in the office of Gov. Matthew E. Welsh, of Indiana (right). Neal E. Baxter, M.D., Chairman of the Commission for the Handicapped (third from left), has just presented the Governor with two copies of the score of "March of the Valiant," the composition of former U.S. Marine Bandsman Henry Stephan, which he dedicated to the handicapped men and women of America. Governor Welsh presented the scores to Al Wright, director of bands, Purdue University, and Roland Gregory, director of bands, Indiana University.

CORRECTION

The October issue of **PERFORMANCE** carried an article on the back cover entitled "New Jobs-for-Handicapped Policy in Boston," which indicated that Mayor John F. Collins of Boston is legless. Mayor Collins is a polio victim and does not have the use of his legs. However, his limbs are *not* missing. **PERFORMANCE** regrets the error.

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